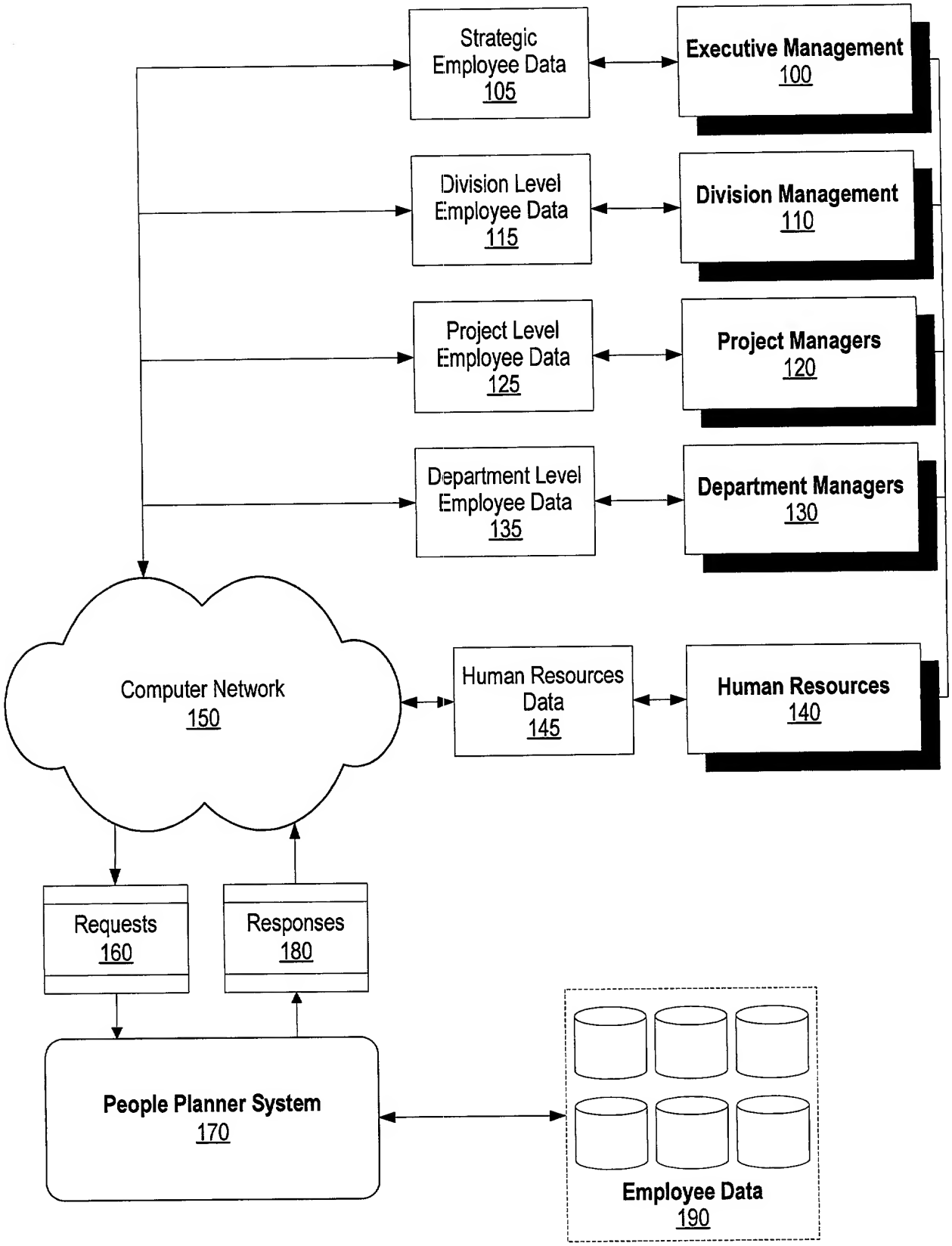
Strategic Employee Data 105
Executive Management 100
Division Level Employee Data 115
Division Management 110
Project Level Employee Data 125
Project Managers 120
Department Level Employee Data 135
Department Managers 130
Computer Network 150
Human Resources Data 145
Human Resources 140
Requests 160
Responses 180
People Planner System 170
Employee Data 190

Figure 1

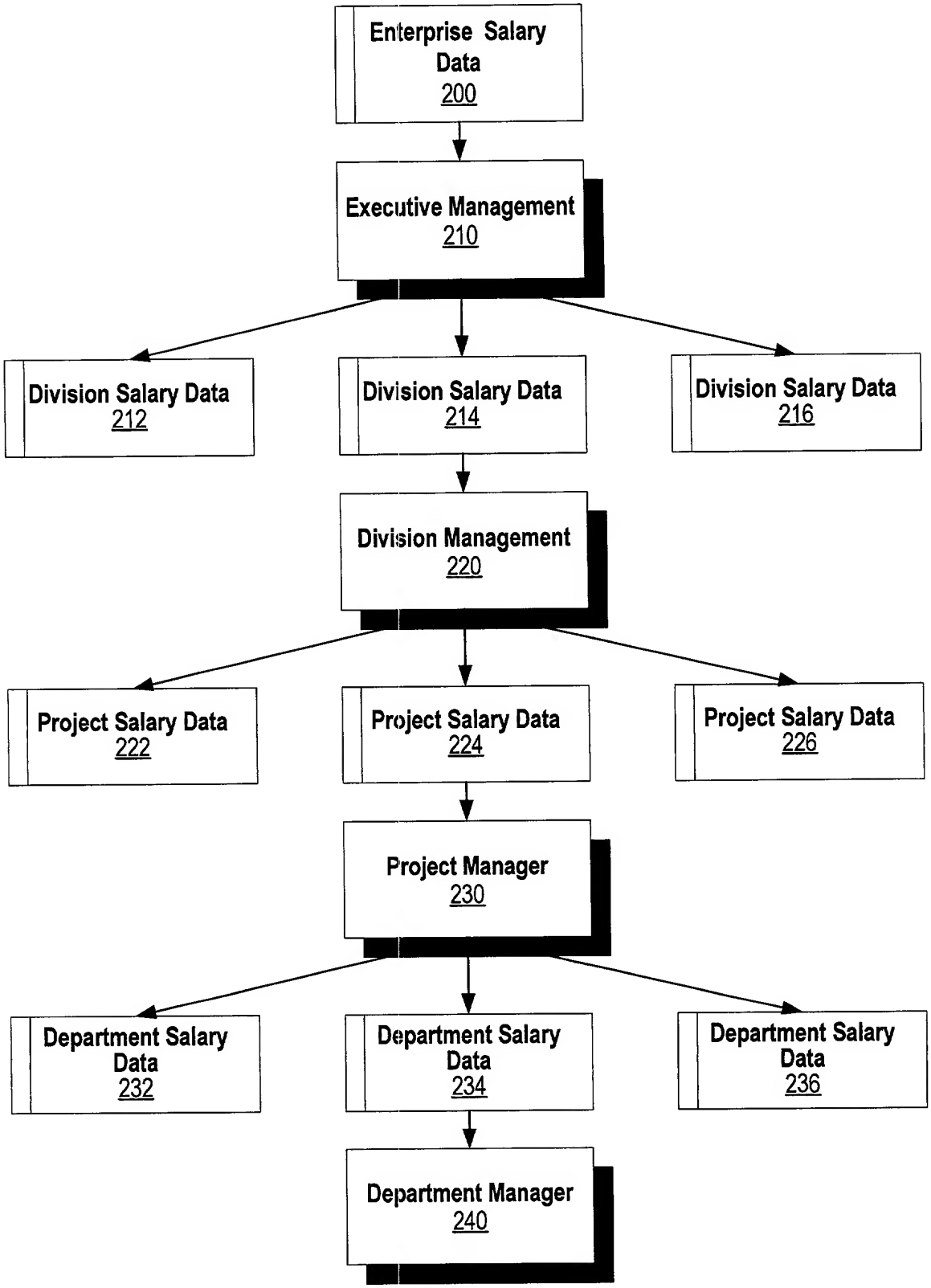
Enterprise Salary Data
200
Executive Management
210
Division Salary Data
212
Division Salary Data
214
Division Salary Data
216
Division Management
220
Project Salary Data
222
Project Salary Data
224
Project Salary Data
226
Project Manager
230
Department Salary Data
232
Department Salary Data
234
Department Salary Data
236
Department Manager
240

Figure 2

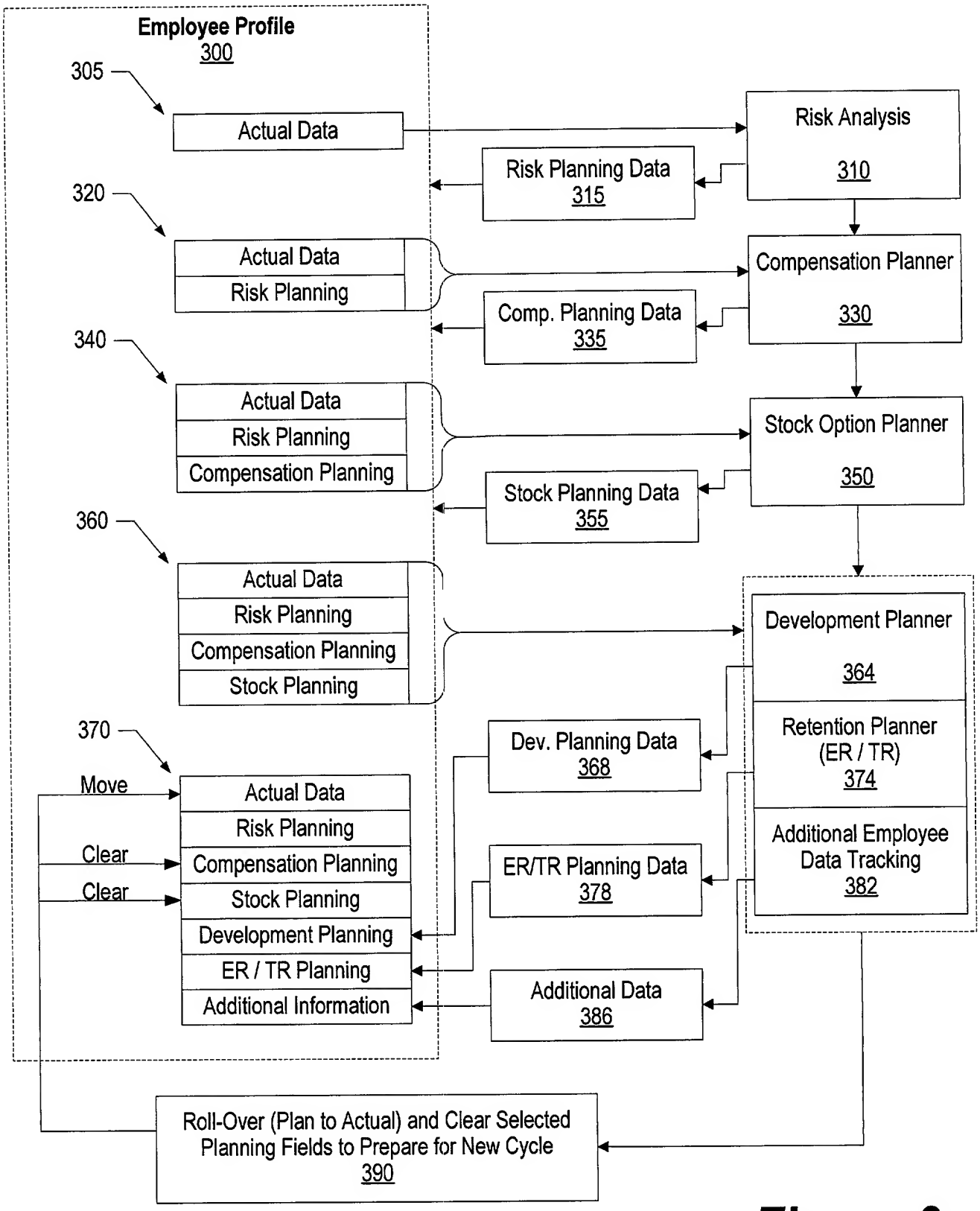
Employee Profile
300
305
Actual Data
Risk Analysis
310
Risk Planning Data
315
320
Actual Data
Risk Planning
Compensation Planner
330
Comp. Planning Data
335
340
Actual Data
Risk Planning
Compensation Planning
Stock Option Planner
350
Stock Planning Data
355
360
Actual Data
Risk Planning
Compensation Planning
Stock Planning
Development Planner
364
Retention Planner
(ER / TR)
374
Additional Employee
Data Tracking
382
370
Dev. Planning Data
368
Move
Clear
Clear
Actual Data
Risk Planning
Compensation Planning
Stock Planning
Development Planning
ER / TR Planning
Additional Information
ER/TR Planning Data
378
Additional Data
386
Roll-Over (Plan to Actual) and Clear Selected
Planning Fields to Prepare for New Cycle
390

Figure 3

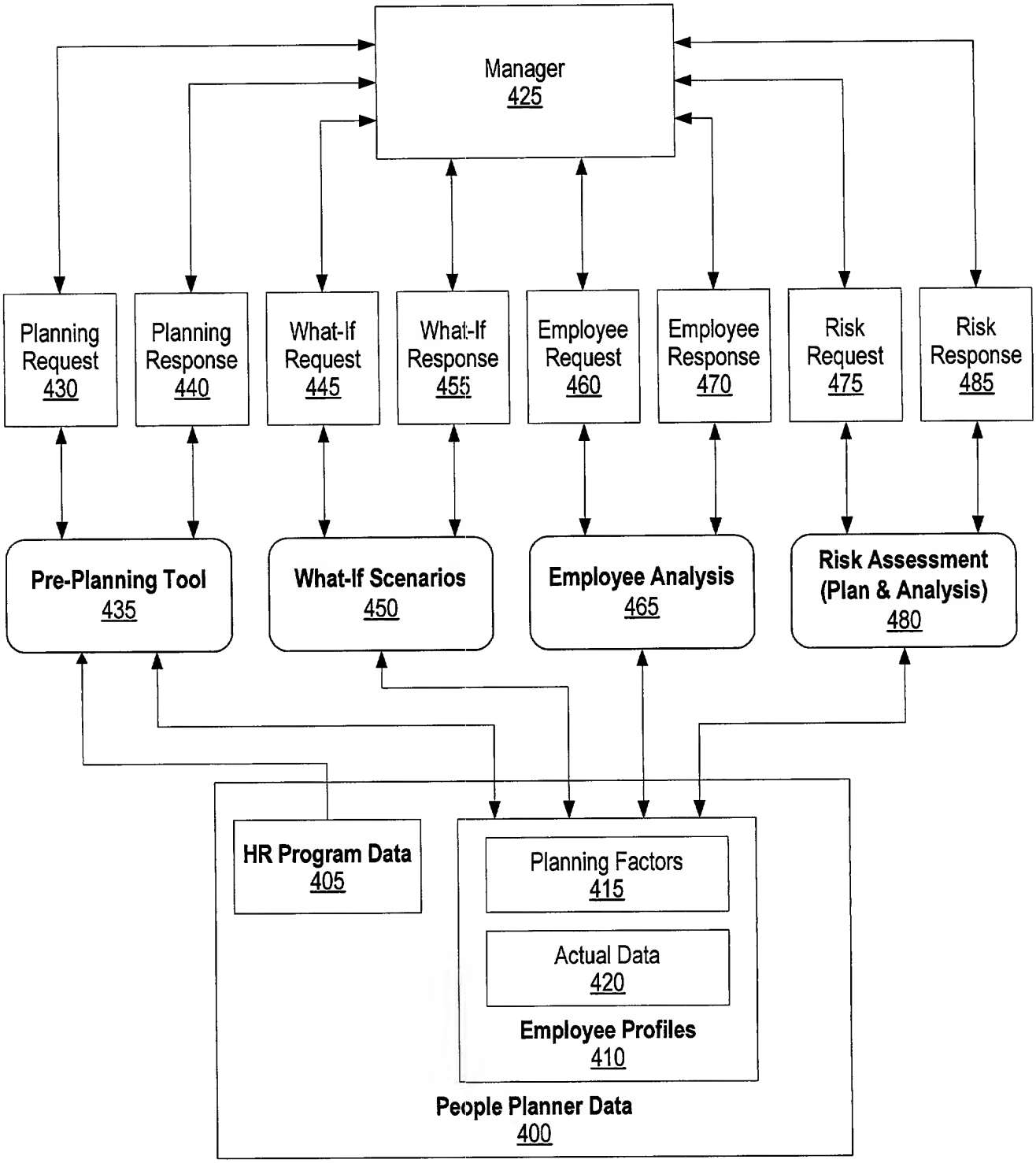
Manager
425
Planning Request
430
Planning Response
440
What-If Request
445
What-If Response
455
Employee Request
460
Employee Response
470
Risk Request
475
Risk Response
485
Pre-Planning Tool
435
What-If Scenarios
450
Employee Analysis
465
Risk Assessment (Plan & Analysis)
480
HR Program Data
405
Planning Factors
415
Actual Data
420
Employee Profiles
410
People Planner Data
400

Figure 4

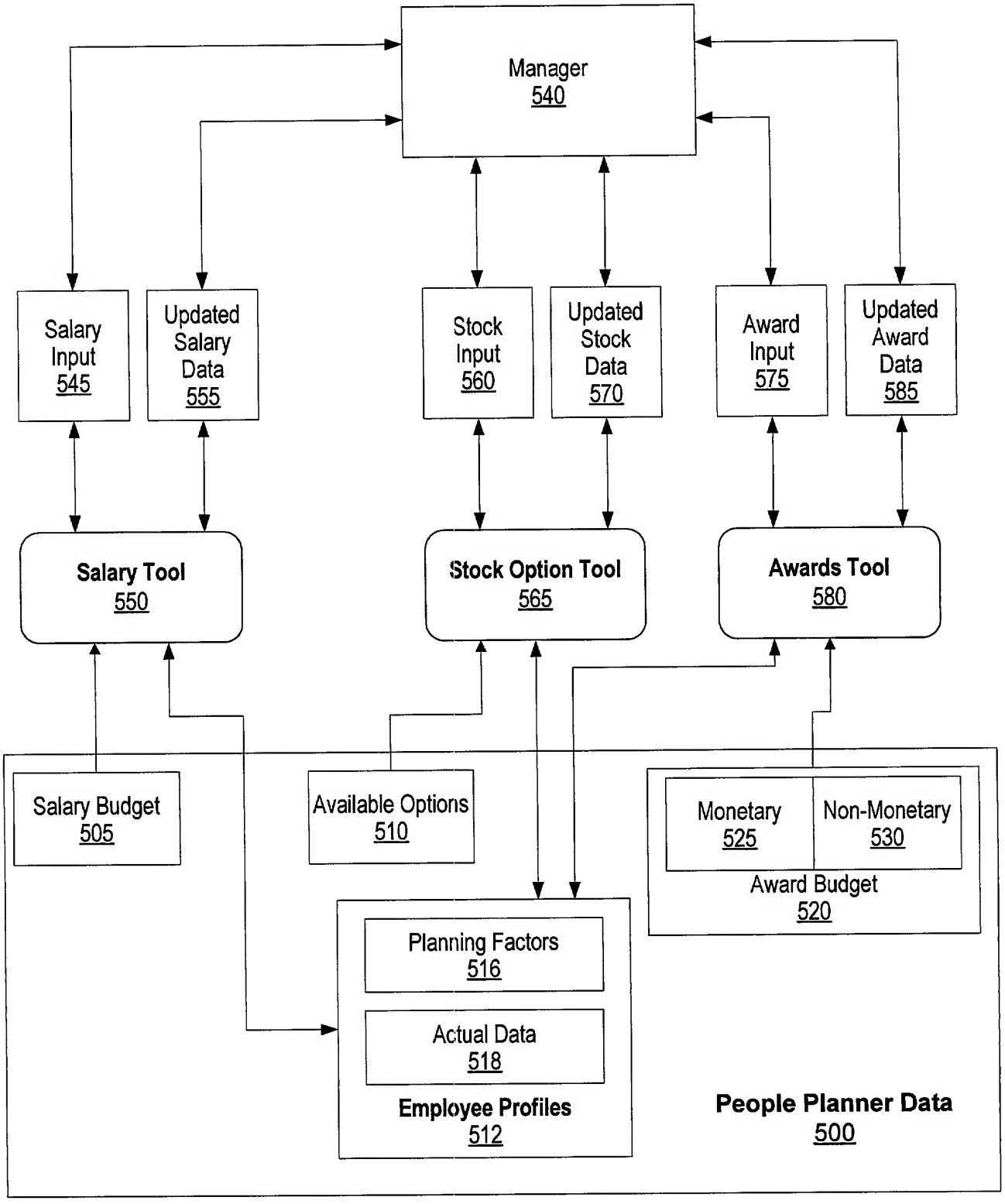
Manager
540
Salary Input
545
Updated Salary Data
555
Stock Input
560
Updated Stock Data
570
Award Input
575
Updated Award Data
585
Salary Tool
550
Stock Option Tool
565
Awards Tool
580
Salary Budget
505
Available Options
510
Monetary
525
Non-Monetary
530
Award Budget
520
Planning Factors
516
Actual Data
518
Employee Profiles
512
People Planner Data
500

Figure 5

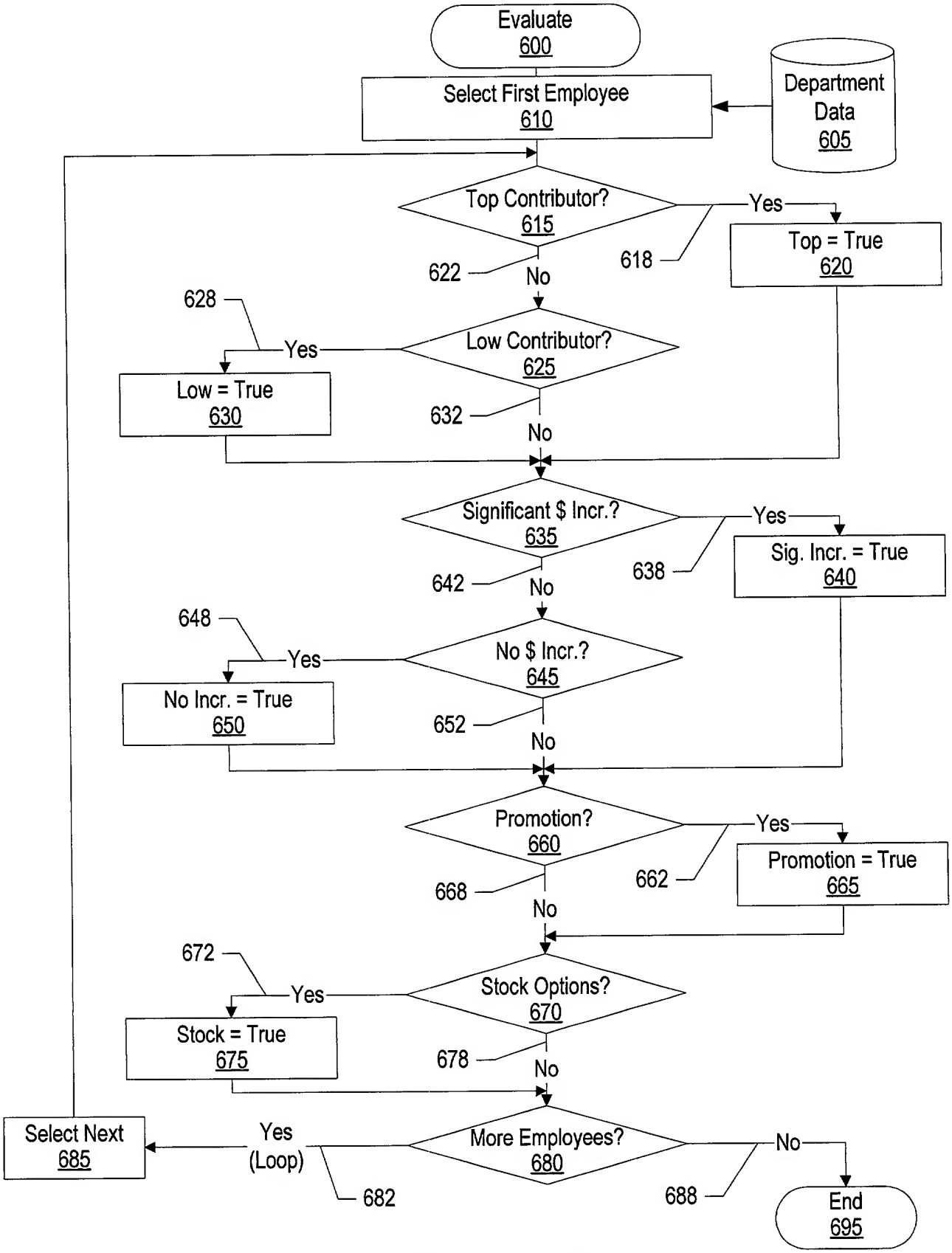
Evaluate
600
Select First Employee
610
Department Data
605
Top Contributor?
615
Yes
618
Top = True
620
622
No
628
Low Contributor?
625
Yes
Low = True
630
632
No
Significant $ Incr.?
635
Yes
638
Sig. Incr. = True
640
642
No
648
No $ Incr.?
645
Yes
No Incr. = True
650
652
No
Promotion?
660
Yes
662
Promotion = True
665
668
No
672
Stock Options?
670
Yes
Stock = True
675
678
No
More Employees?
680
Yes
(Loop)
682
Select Next
685
No
688
End
695

Figure 6

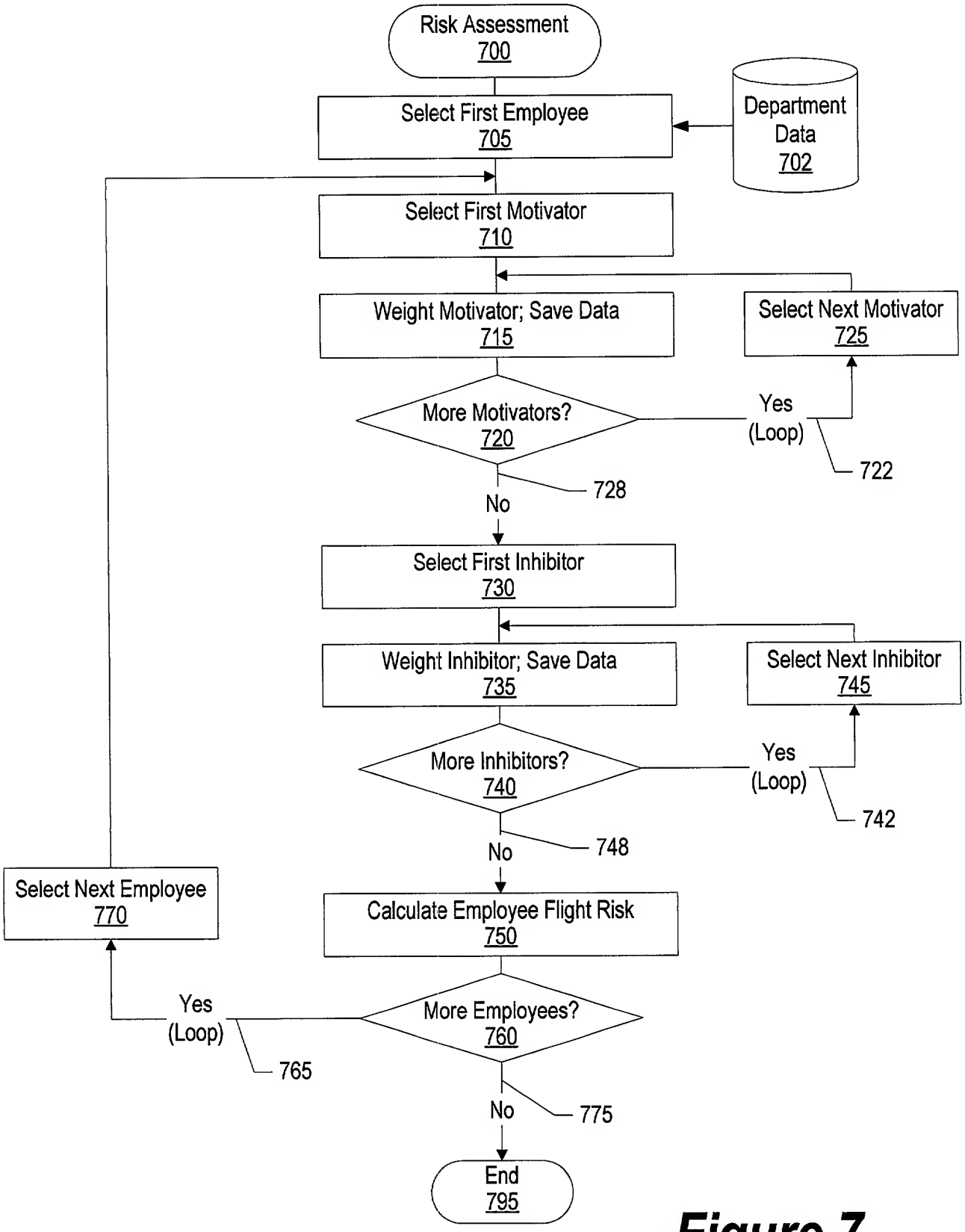
Risk Assessment
700
Department Data
702
Select First Employee
705
Select First Motivator
710
Weight Motivator; Save Data
715
Select Next Motivator
725
More Motivators?
720
Yes
(Loop)
722
No
728
Select First Inhibitor
730
Weight Inhibitor; Save Data
735
Select Next Inhibitor
745
More Inhibitors?
740
Yes
(Loop)
742
No
748
Calculate Employee Flight Risk
750
More Employees?
760
Yes
(Loop)
765
No
775
Select Next Employee
770
End
795

Figure 7

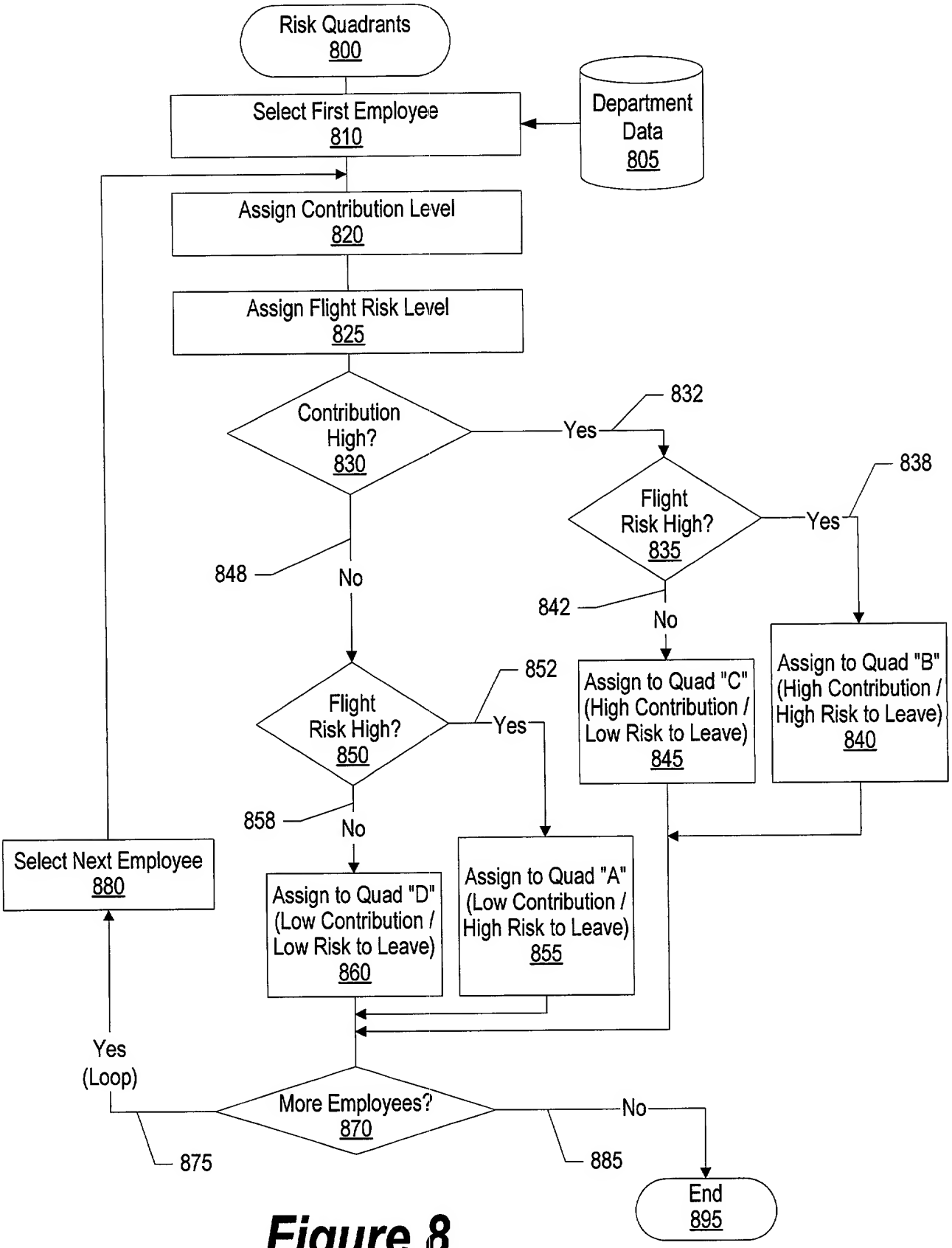
Risk Quadrants
800
Department Data
805
Select First Employee
810
Assign Contribution Level
820
Assign Flight Risk Level
825
Contribution High?
830
Yes
832
Flight Risk High?
835
Yes
838
No
842
Assign to Quad "C" (High Contribution / Low Risk to Leave)
845
Assign to Quad "B" (High Contribution / High Risk to Leave)
840
848
No
Flight Risk High?
850
Yes
852
No
858
Assign to Quad "D" (Low Contribution / Low Risk to Leave)
860
Assign to Quad "A" (Low Contribution / High Risk to Leave)
855
Select Next Employee
880
Yes (Loop)
More Employees?
870
No
875
885
End
895

Figure 8

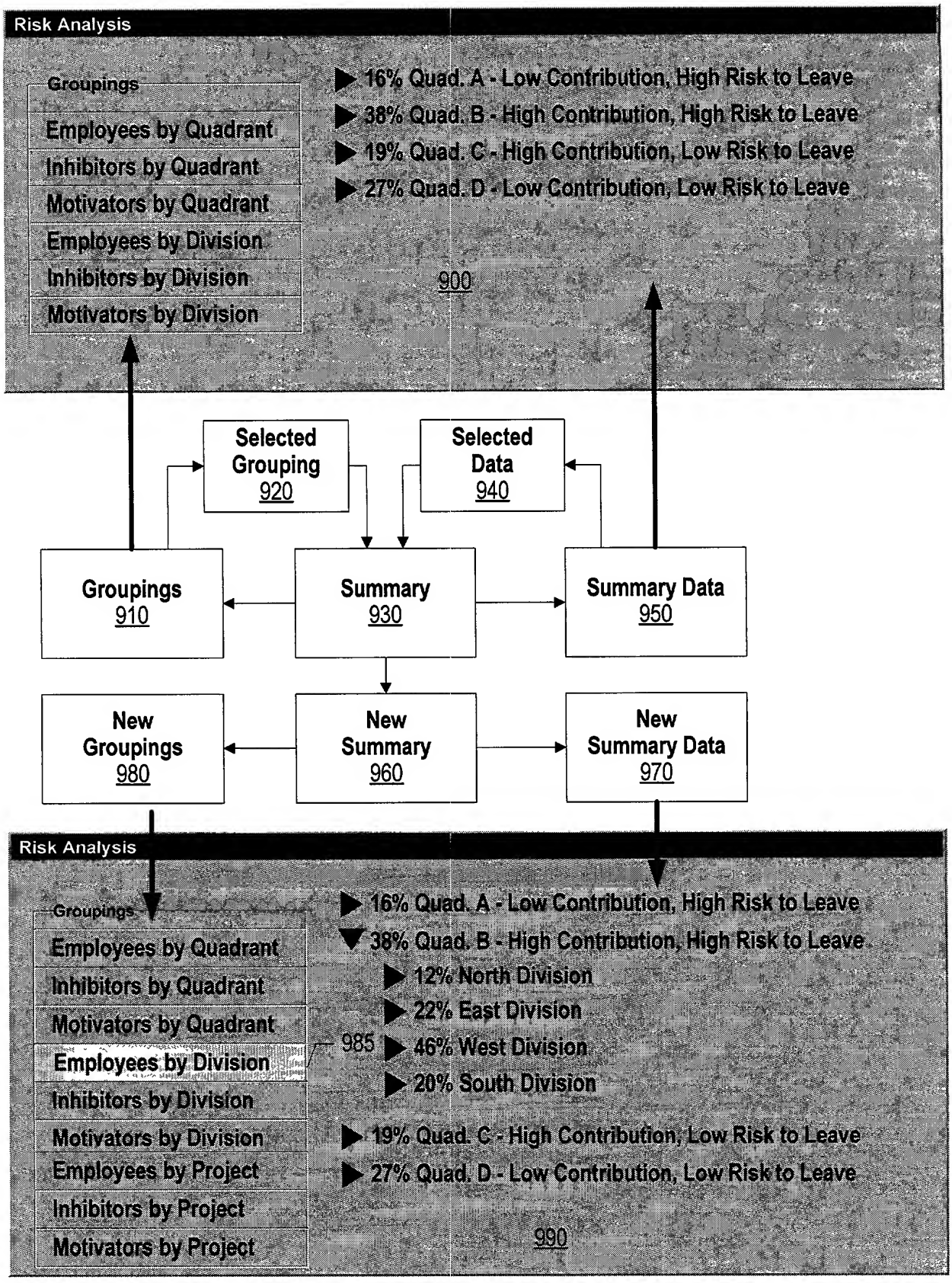
Risk Analysis
Groupings
Employees by Quadrant
Inhibitors by Quadrant
Motivators by Quadrant
Employees by Division
Inhibitors by Division
Motivators by Division
16% Quad. A - Low Contribution, High Risk to Leave
38% Quad. B - High Contribution, High Risk to Leave
19% Quad. C - High Contribution, Low Risk to Leave
27% Quad. D - Low Contribution, Low Risk to Leave
900
Selected Grouping 920
Selected Data 940
Groupings 910
Summary 930
Summary Data 950
New Groupings 980
New Summary 960
New Summary Data 970
Risk Analysis
Groupings
Employees by Quadrant
Inhibitors by Quadrant
Motivators by Quadrant
Employees by Division
Inhibitors by Division
Motivators by Division
Employees by Project
Inhibitors by Project
Motivators by Project
16% Quad. A - Low Contribution, High Risk to Leave
38% Quad. B - High Contribution, High Risk to Leave
12% North Division
22% East Division
985
46% West Division
20% South Division
19% Quad. C - High Contribution, Low Risk to Leave
27% Quad. D - Low Contribution, Low Risk to Leave
990

Figure 9

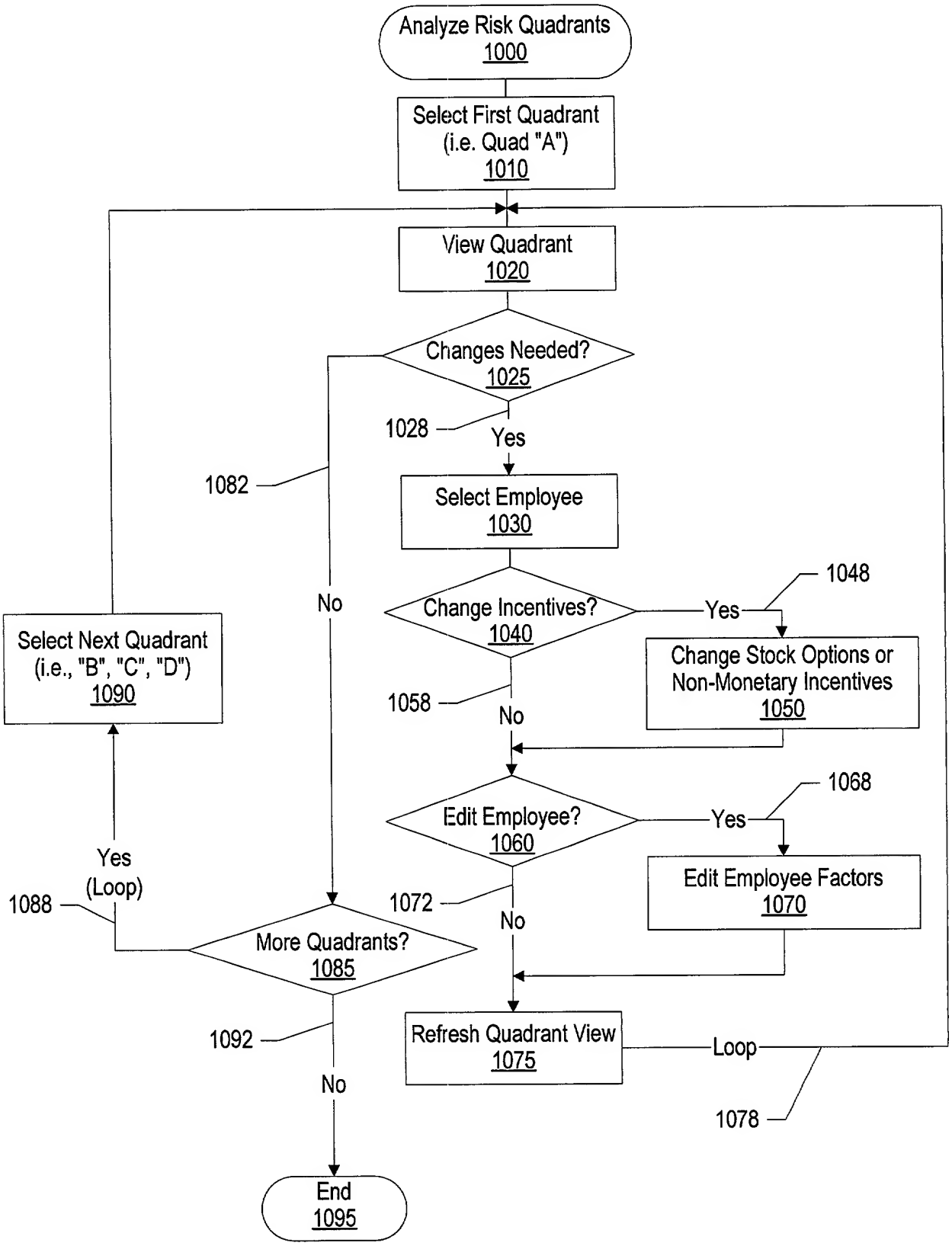
Analyze Risk Quadrants
1000
Select First Quadrant
(i.e. Quad "A")
1010
View Quadrant
1020
Changes Needed?
1025
1028
Yes
1082
Select Employee
1030
No
Change Incentives?
1040
1048
Yes
Change Stock Options or
Non-Monetary Incentives
1050
1058
No
Select Next Quadrant
(i.e., "B", "C", "D")
1090
Edit Employee?
1060
1068
Yes
Edit Employee Factors
1070
Yes
(Loop)
1088
1072
No
More Quadrants?
1085
Refresh Quadrant View
1075
Loop
1092
No
1078
End
1095

Figure 10

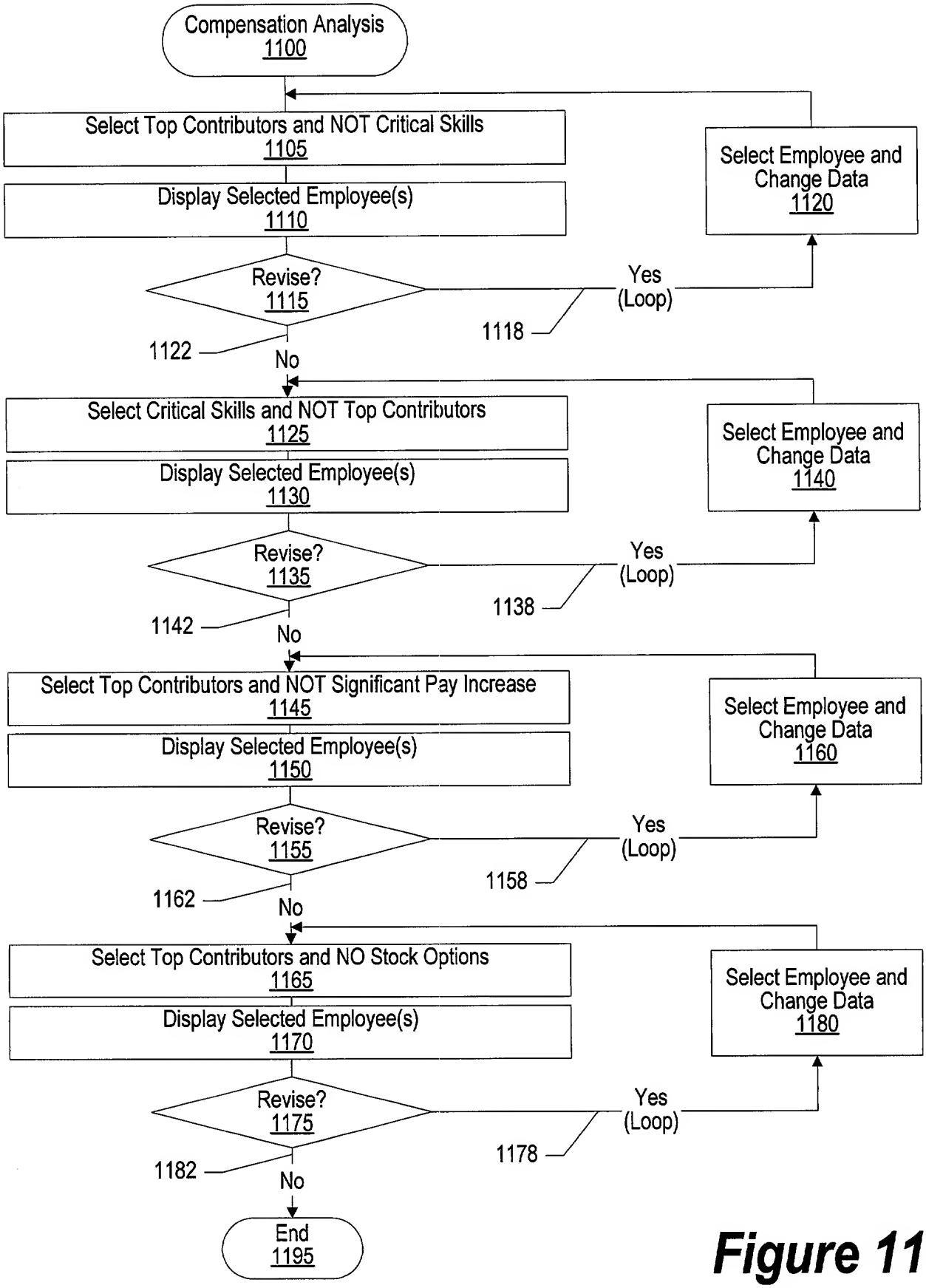
Compensation Analysis
1100
Select Top Contributors and NOT Critical Skills
1105
Display Selected Employee(s)
1110
Revise?
1115
Yes
(Loop)
1118
Select Employee and
Change Data
1120
1122
No
Select Critical Skills and NOT Top Contributors
1125
Display Selected Employee(s)
1130
Revise?
1135
Yes
(Loop)
1138
Select Employee and
Change Data
1140
1142
No
Select Top Contributors and NOT Significant Pay Increase
1145
Display Selected Employee(s)
1150
Revise?
1155
Yes
(Loop)
1158
Select Employee and
Change Data
1160
1162
No
Select Top Contributors and NO Stock Options
1165
Display Selected Employee(s)
1170
Revise?
1175
Yes
(Loop)
1178
Select Employee and
Change Data
1180
1182
No
End
1195

Figure 11

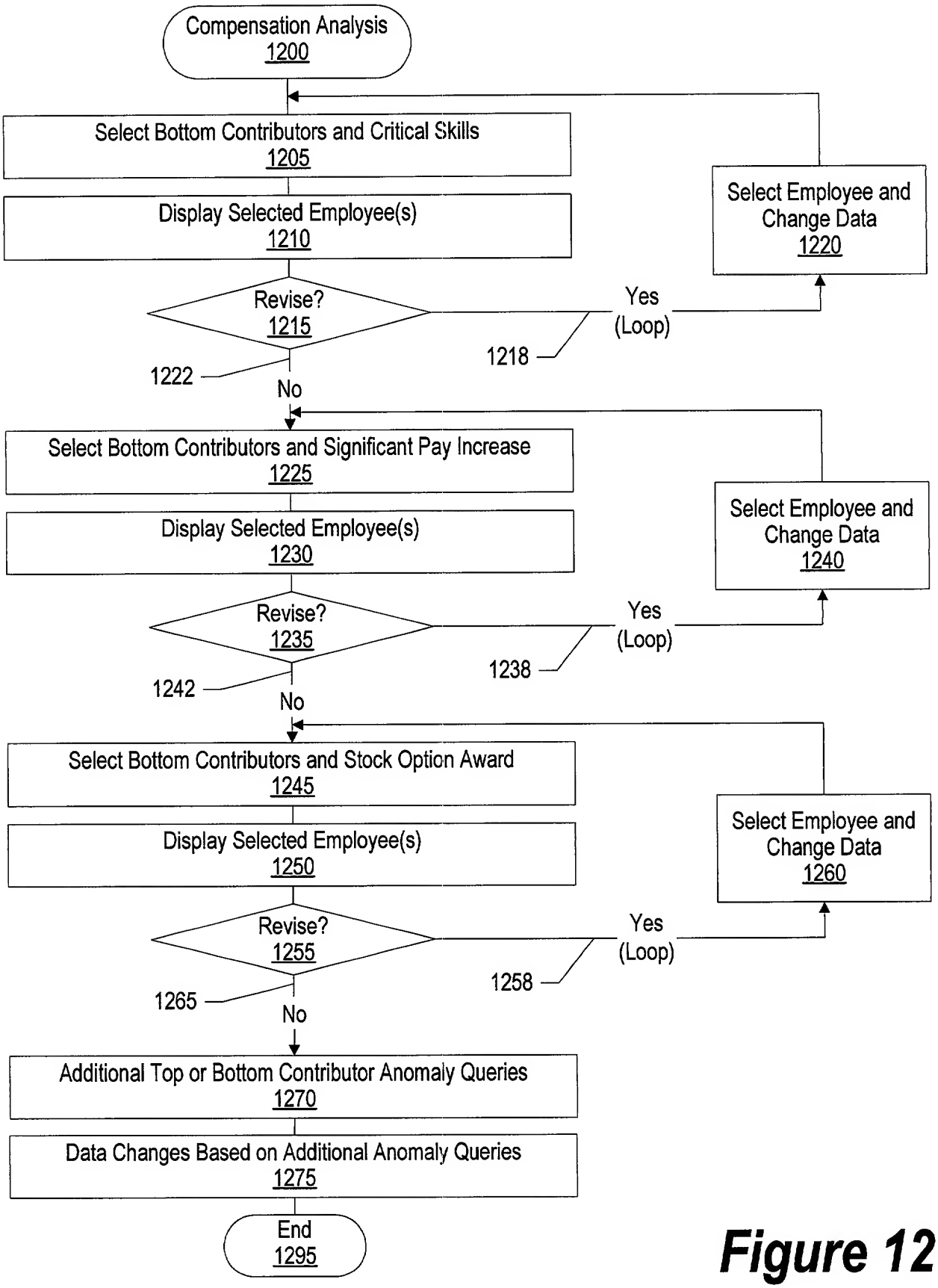
Compensation Analysis
1200
Select Bottom Contributors and Critical Skills
1205
Display Selected Employee(s)
1210
Revise?
1215
Yes
(Loop)
1218
Select Employee and Change Data
1220
1222
No
Select Bottom Contributors and Significant Pay Increase
1225
Display Selected Employee(s)
1230
Revise?
1235
Yes
(Loop)
1238
Select Employee and Change Data
1240
1242
No
Select Bottom Contributors and Stock Option Award
1245
Display Selected Employee(s)
1250
Revise?
1255
Yes
(Loop)
1258
Select Employee and Change Data
1260
1265
No
Additional Top or Bottom Contributor Anomaly Queries
1270
Data Changes Based on Additional Anomaly Queries
1275
End
1295

Figure 12

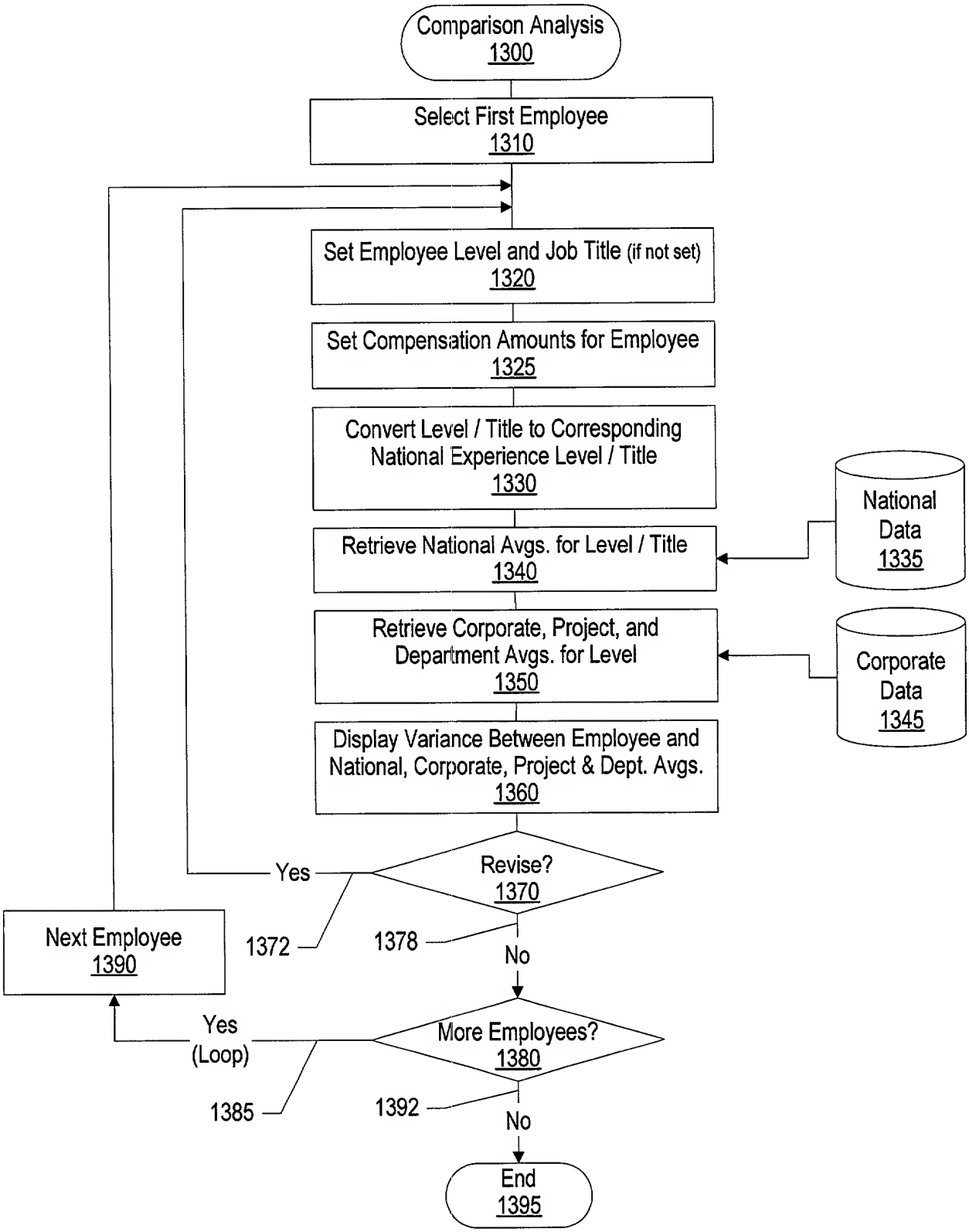
Comparison Analysis
1300
Select First Employee
1310
Set Employee Level and Job Title (if not set)
1320
Set Compensation Amounts for Employee
1325
Convert Level / Title to Corresponding National Experience Level / Title
1330
Retrieve National Avgs. for Level / Title
1340
National Data
1335
Retrieve Corporate, Project, and Department Avgs. for Level
1350
Corporate Data
1345
Display Variance Between Employee and National, Corporate, Project & Dept. Avgs.
1360
Revise?
1370
Yes
1372
Next Employee
1390
1378
No
More Employees?
1380
Yes
(Loop)
1385
1392
No
End
1395

Figure 13

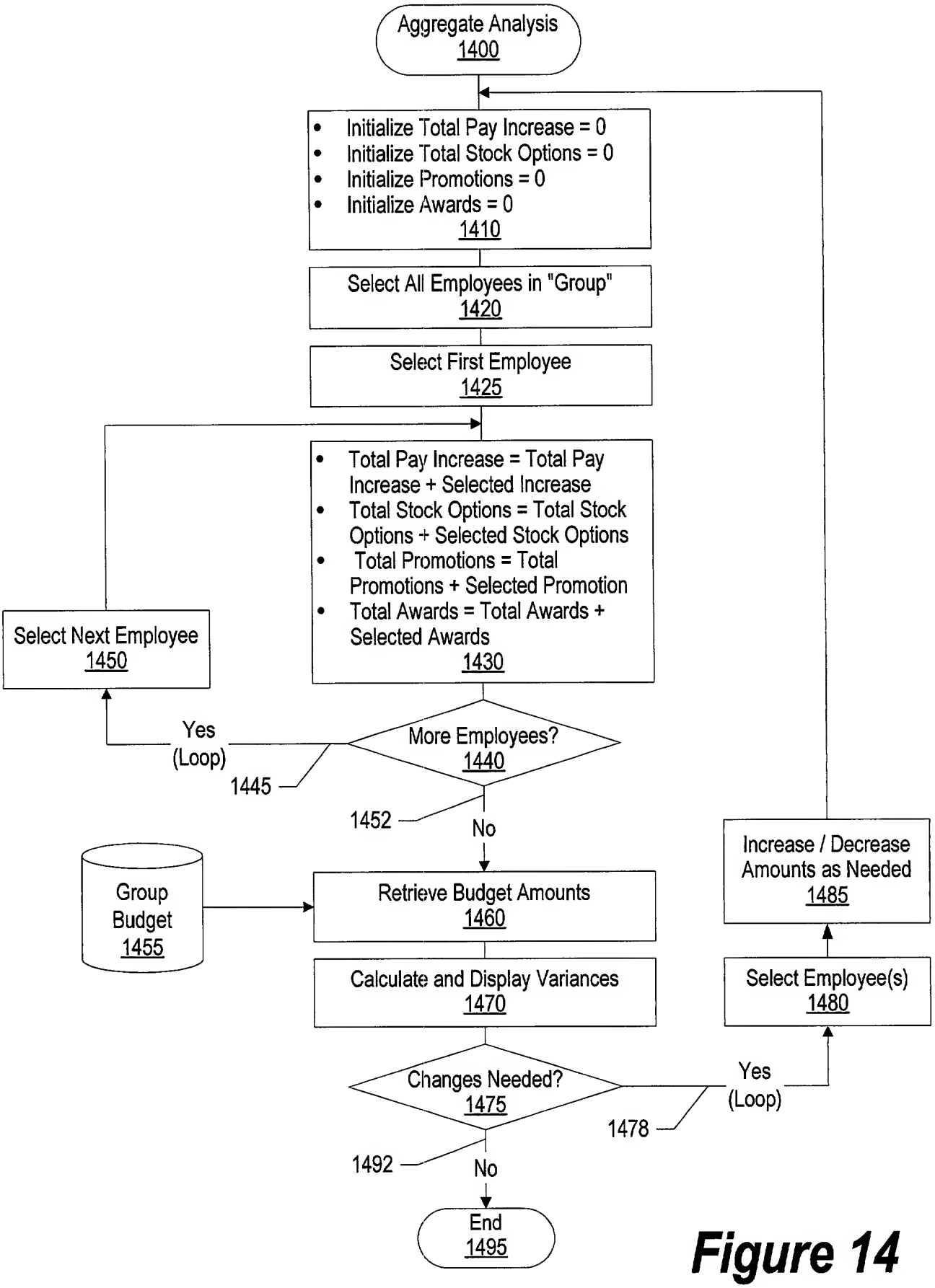
Aggregate Analysis
1400
• Initialize Total Pay Increase = 0
• Initialize Total Stock Options = 0
• Initialize Promotions = 0
• Initialize Awards = 0
1410
Select All Employees in "Group"
1420
Select First Employee
1425
• Total Pay Increase = Total Pay Increase + Selected Increase
• Total Stock Options = Total Stock Options + Selected Stock Options
• Total Promotions = Total Promotions + Selected Promotion
• Total Awards = Total Awards + Selected Awards
1430
More Employees?
1440
Yes
(Loop)
1445
Select Next Employee
1450
1452
No
Group Budget
1455
Retrieve Budget Amounts
1460
Calculate and Display Variances
1470
Changes Needed?
1475
Yes
(Loop)
1478
Select Employee(s)
1480
Increase / Decrease Amounts as Needed
1485
1492
No
End
1495

Figure 14

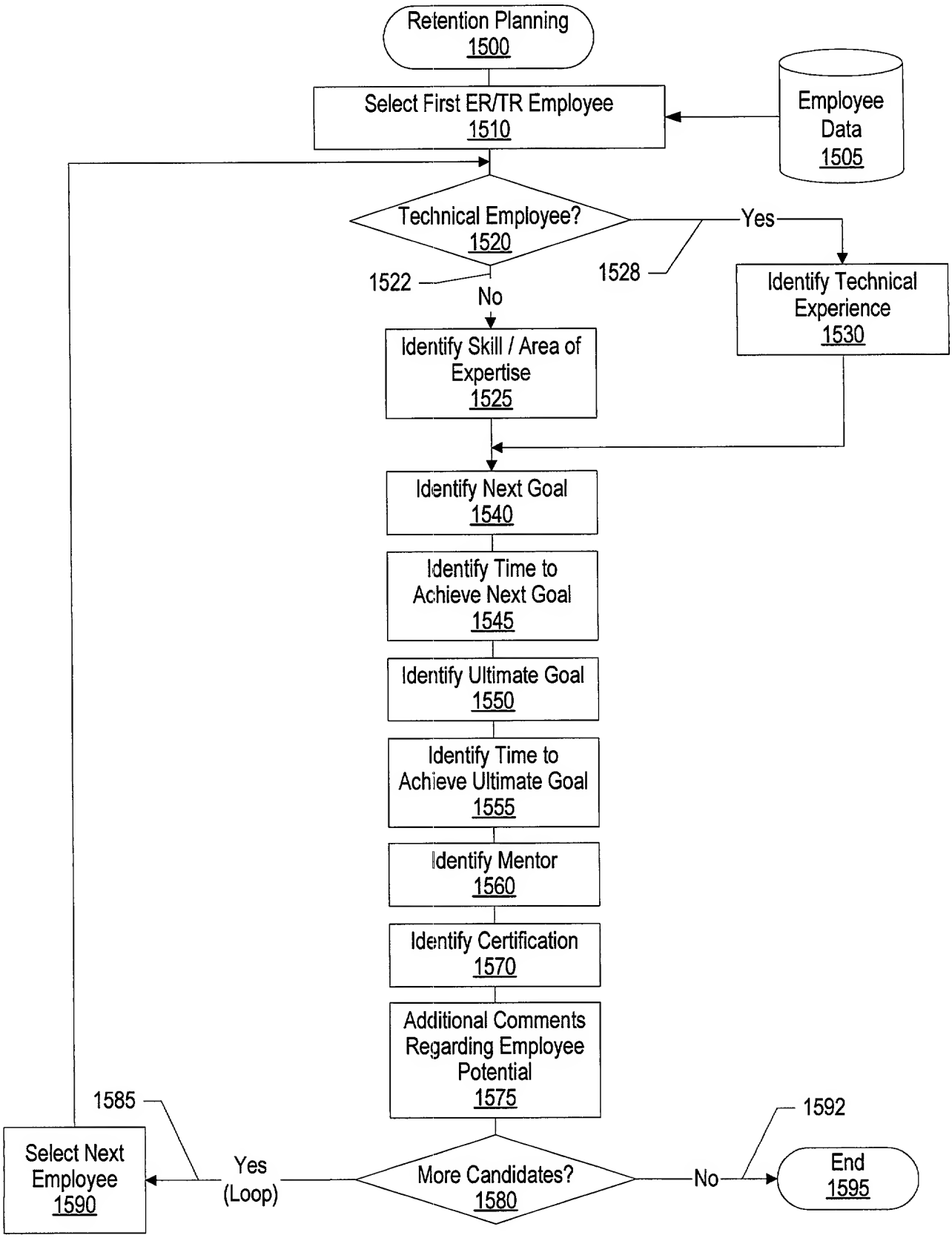
Retention Planning
1500
Select First ER/TR Employee
1510
Employee Data
1505
Technical Employee?
1520
Yes
1528
1522
No
Identify Technical Experience
1530
Identify Skill / Area of Expertise
1525
Identify Next Goal
1540
Identify Time to Achieve Next Goal
1545
Identify Ultimate Goal
1550
Identify Time to Achieve Ultimate Goal
1555
Identify Mentor
1560
Identify Certification
1570
Additional Comments Regarding Employee Potential
1575
1585
1592
Select Next Employee
1590
Yes
(Loop)
More Candidates?
1580
No
End
1595

Figure 15

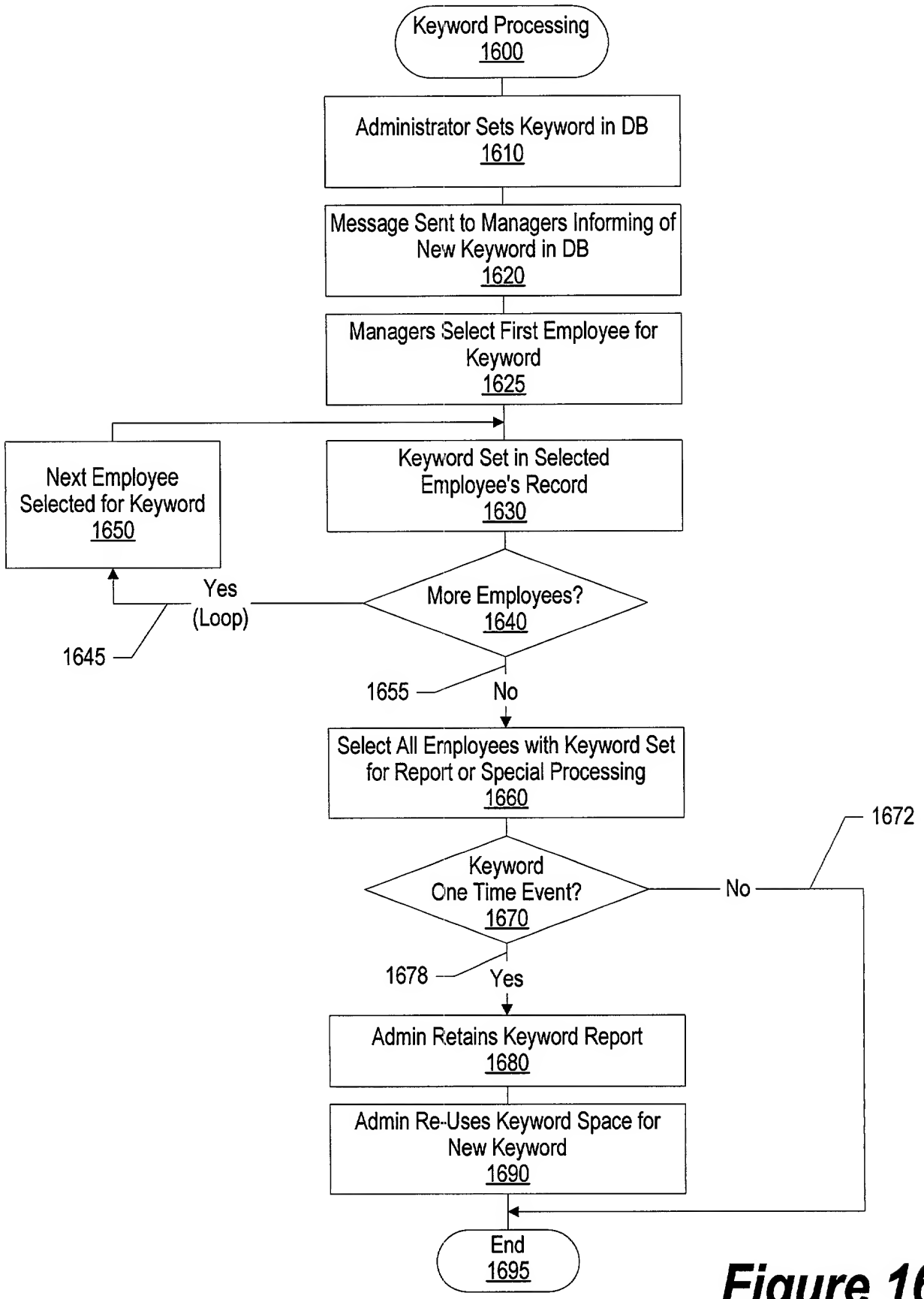
Keyword Processing
1600
Administrator Sets Keyword in DB
1610
Message Sent to Managers Informing of New Keyword in DB
1620
Managers Select First Employee for Keyword
1625
Keyword Set in Selected Employee's Record
1630
More Employees?
1640
Yes
(Loop)
1645
Next Employee Selected for Keyword
1650
1655
No
Select All Employees with Keyword Set for Report or Special Processing
1660
Keyword One Time Event?
1670
1672
No
1678
Yes
Admin Retains Keyword Report
1680
Admin Re-Uses Keyword Space for New Keyword
1690
End
1695

Figure 16

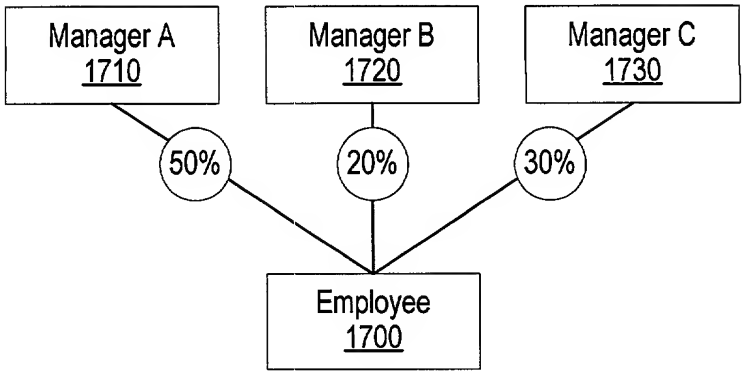

Figure 17a

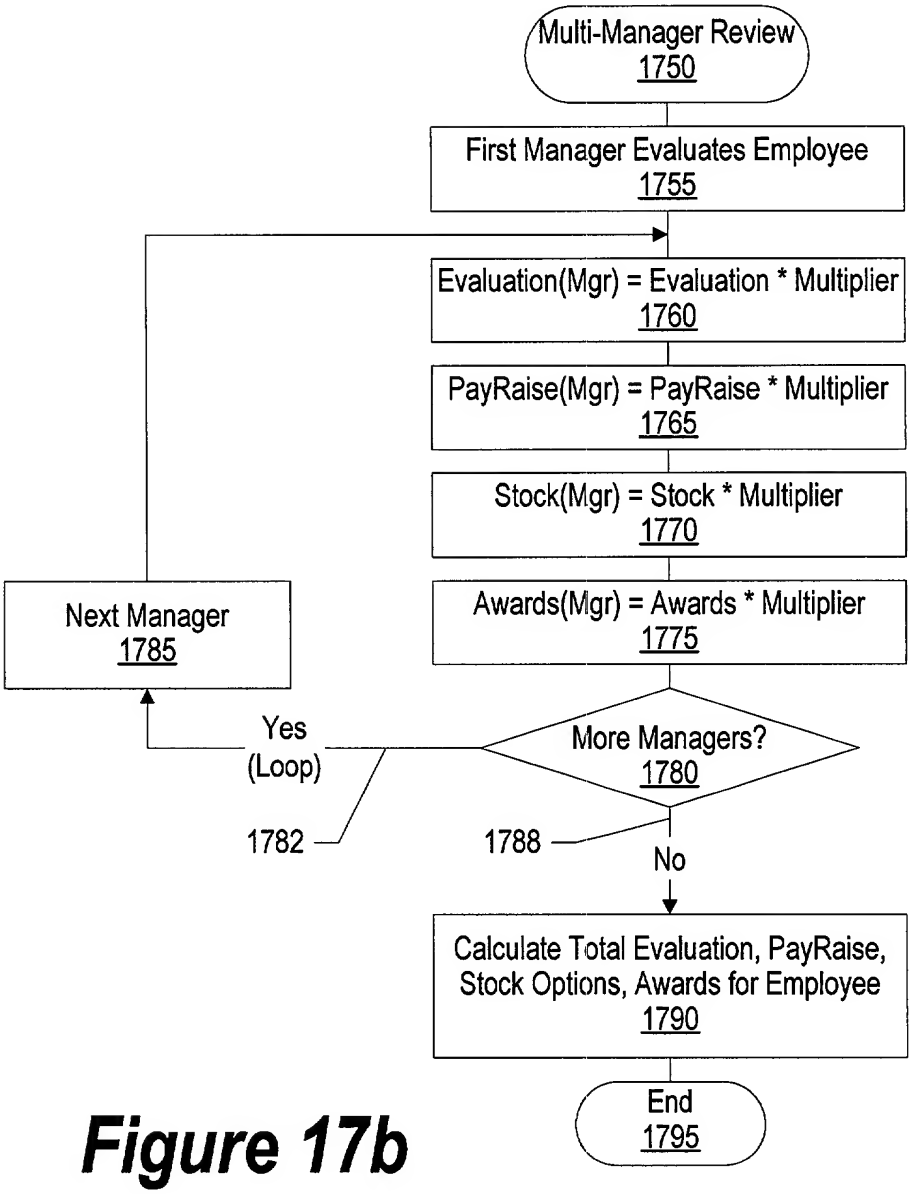

Figure 17b

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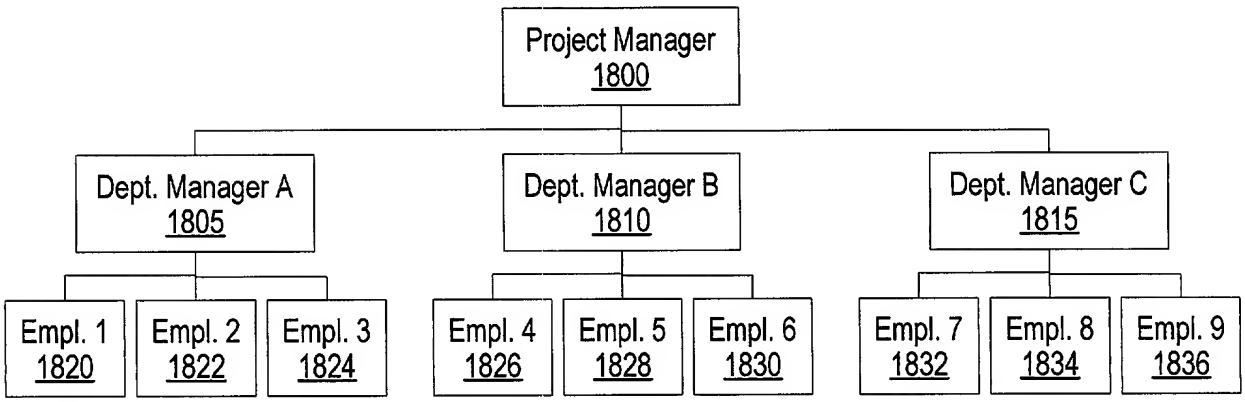

Figure 18a

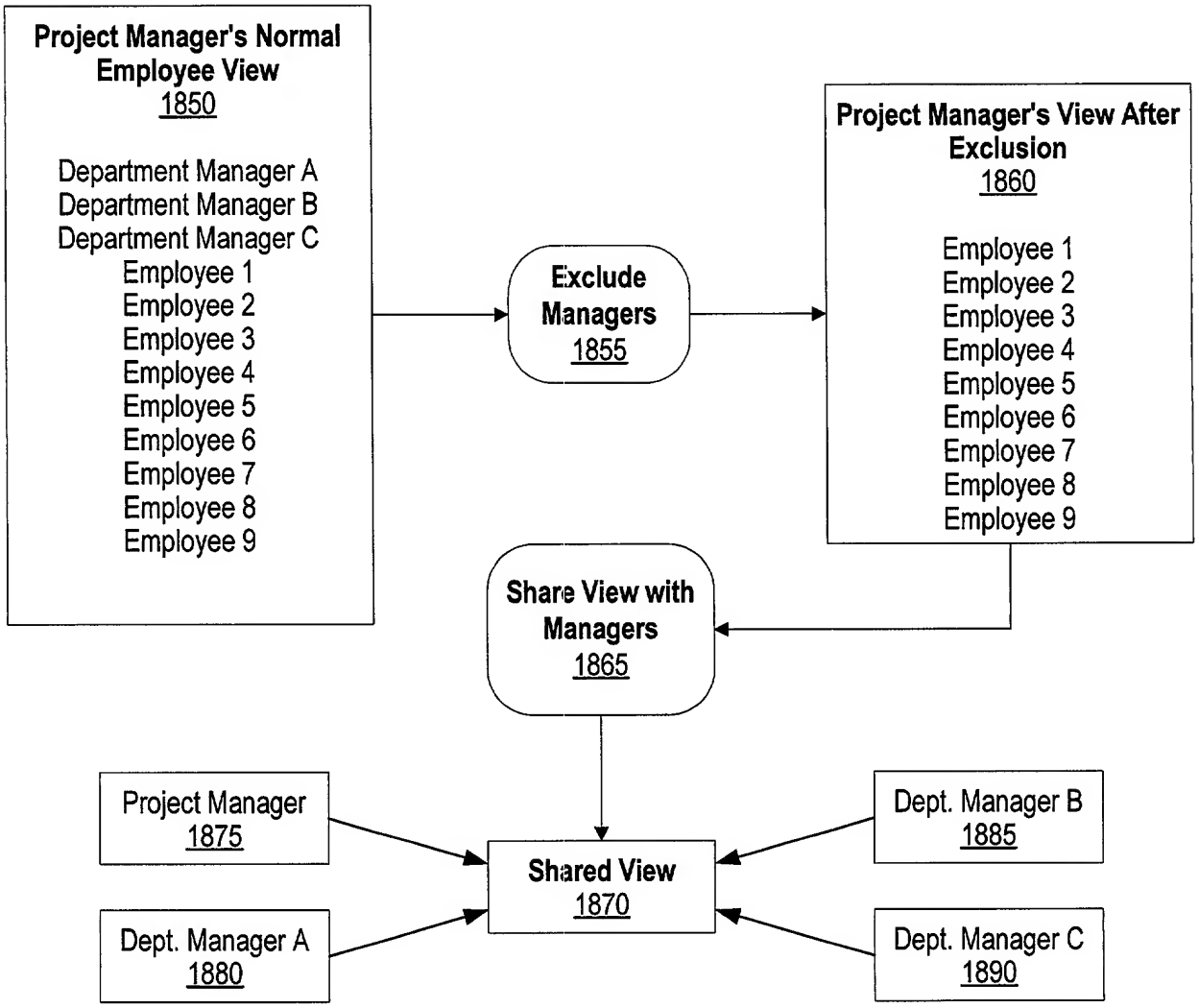

Figure 18b

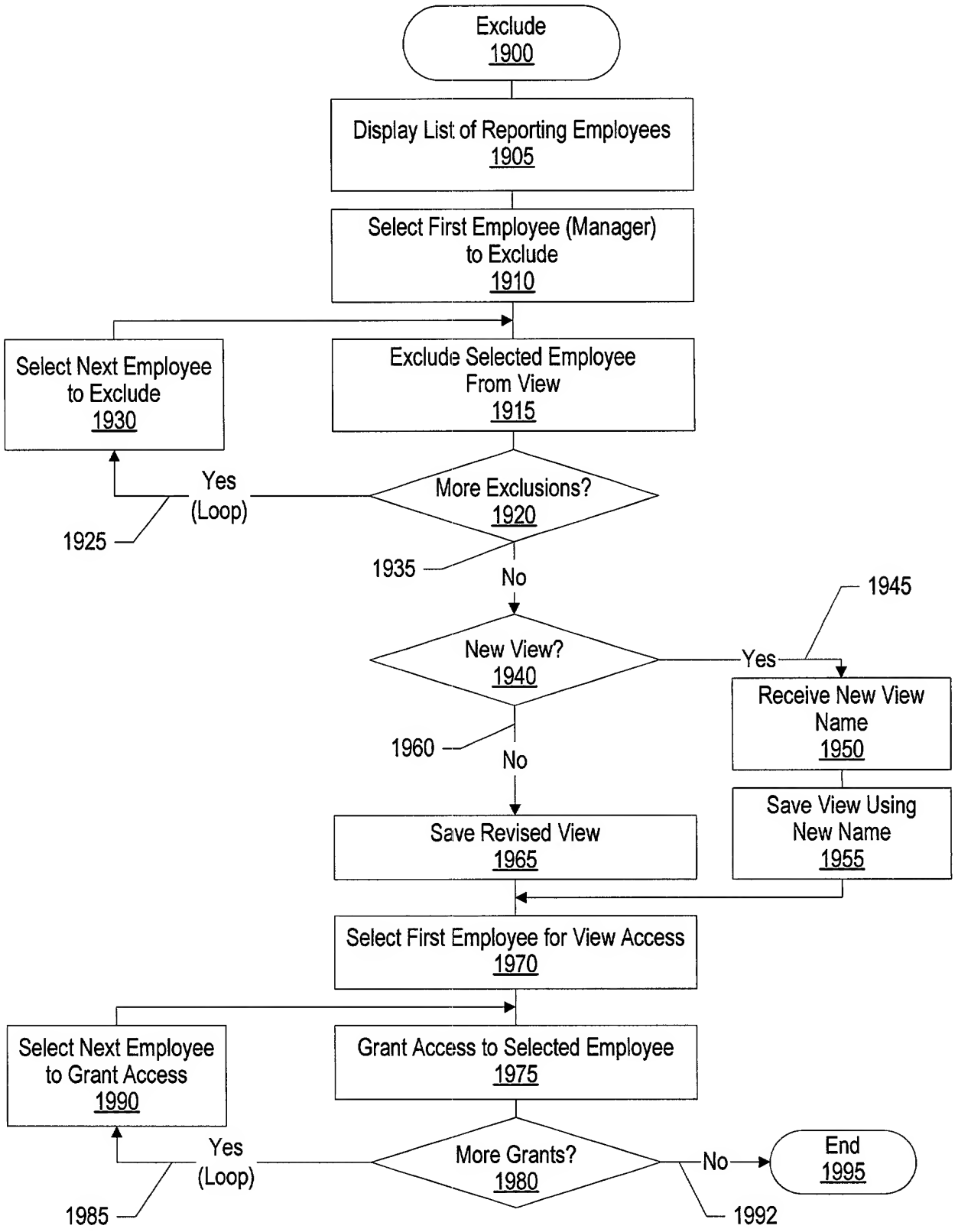
Exclude
1900
Display List of Reporting Employees
1905
Select First Employee (Manager)
to Exclude
1910
Exclude Selected Employee
From View
1915
More Exclusions?
1920
Yes
(Loop)
1925
Select Next Employee
to Exclude
1930
1935
No
New View?
1940
Yes
1945
Receive New View
Name
1950
1960
No
Save View Using
New Name
1955
Save Revised View
1965
Select First Employee for View Access
1970
Grant Access to Selected Employee
1975
More Grants?
1980
Yes
(Loop)
1985
Select Next Employee
to Grant Access
1990
No
1992
End
1995

Figure 19

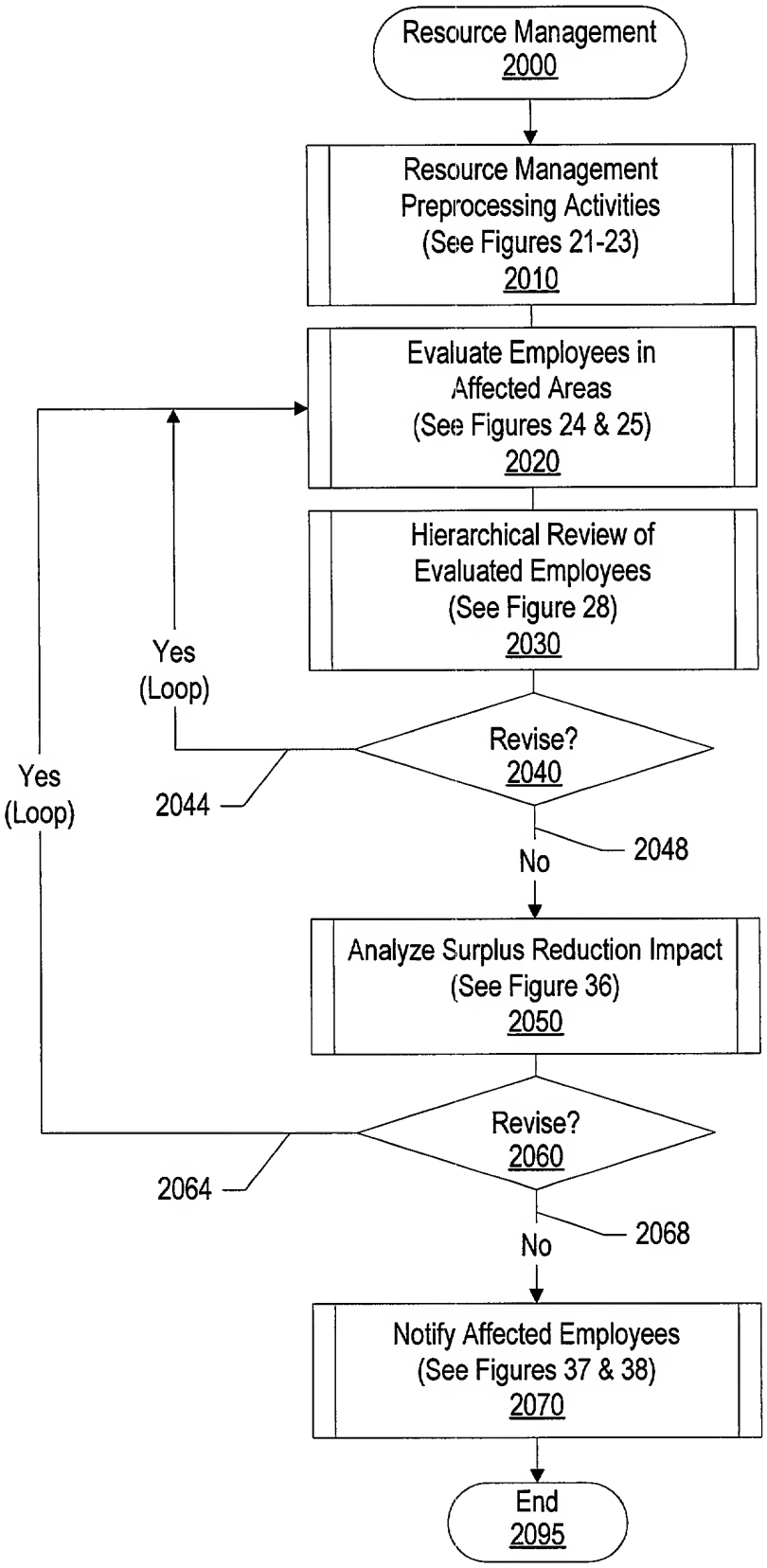
Resource Management
2000
Resource Management
Preprocessing Activities
(See Figures 21-23)
2010
Evaluate Employees in
Affected Areas
(See Figures 24 & 25)
2020
Hierarchical Review of
Evaluated Employees
(See Figure 28)
2030
Revise?
2040
Yes
(Loop)
2044
Yes
(Loop)
No
2048
Analyze Surplus Reduction Impact
(See Figure 36)
2050
Revise?
2060
2064
No
2068
Notify Affected Employees
(See Figures 37 & 38)
2070
End
2095

Figure 20

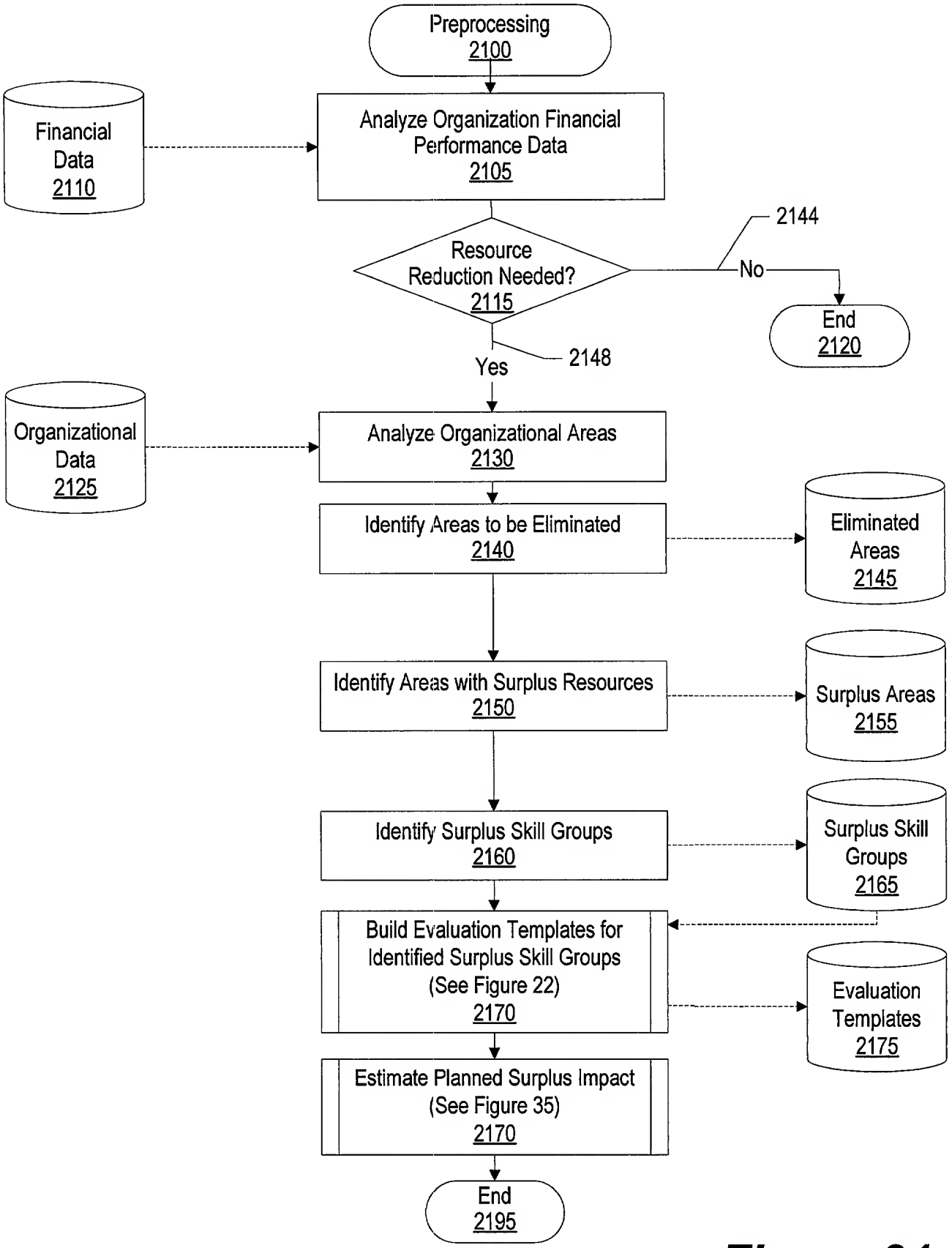

Figure 21

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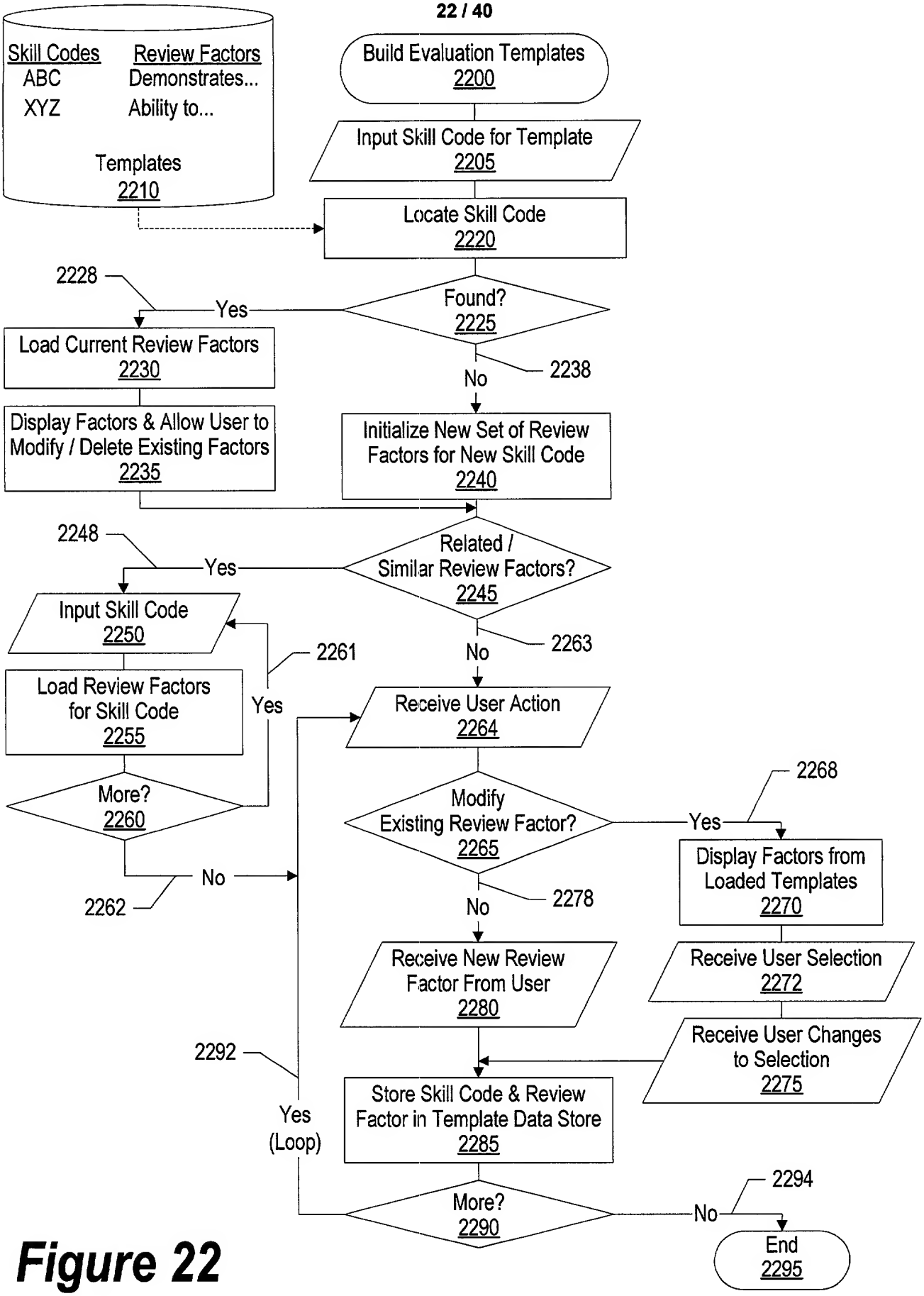
Skill Codes
Review Factors
ABC
Demonstrates...
XYZ
Ability to...
Templates
2210
Build Evaluation Templates
2200
Input Skill Code for Template
2205
Locate Skill Code
2220
2228
Found?
2225
Yes
No
2238
Load Current Review Factors
2230
Display Factors & Allow User to Modify / Delete Existing Factors
2235
Initialize New Set of Review Factors for New Skill Code
2240
2248
Related / Similar Review Factors?
2245
Yes
No
2263
Input Skill Code
2250
2261
Load Review Factors for Skill Code
2255
Yes
More?
2260
No
2262
Receive User Action
2264
Modify Existing Review Factor?
2265
2268
Yes
No
2278
Display Factors from Loaded Templates
2270
Receive User Selection
2272
Receive New Review Factor From User
2280
Receive User Changes to Selection
2275
2292
Store Skill Code & Review Factor in Template Data Store
2285
Yes (Loop)
More?
2290
2294
No
End
2295

Figure 22

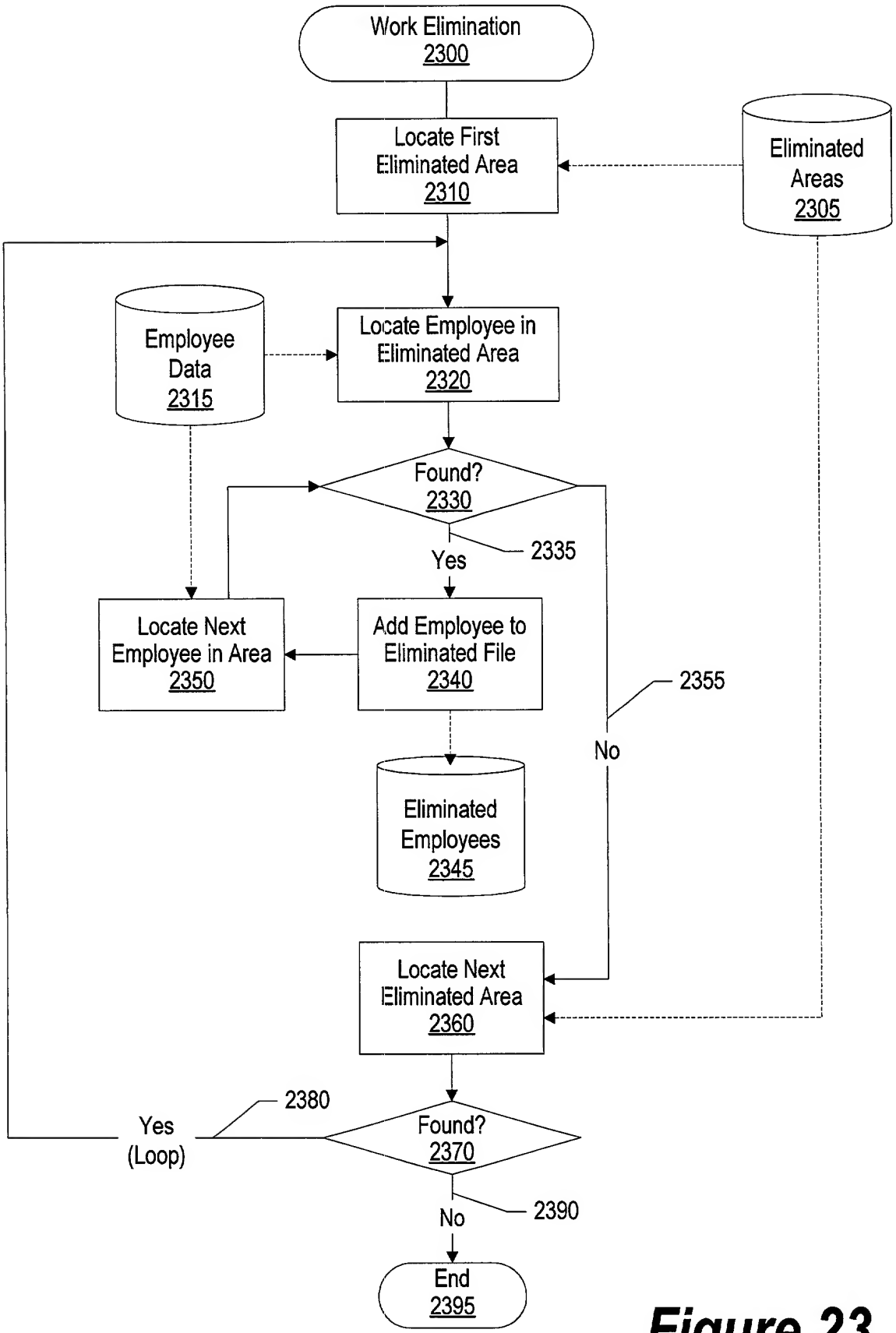
Work Elimination
2300
Locate First Eliminated Area
2310
Eliminated Areas
2305
Employee Data
2315
Locate Employee in Eliminated Area
2320
Found?
2330
2335
Yes
Locate Next Employee in Area
2350
Add Employee to Eliminated File
2340
2355
No
Eliminated Employees
2345
Locate Next Eliminated Area
2360
2380
Yes
(Loop)
Found?
2370
No
2390
End
2395

Figure 23

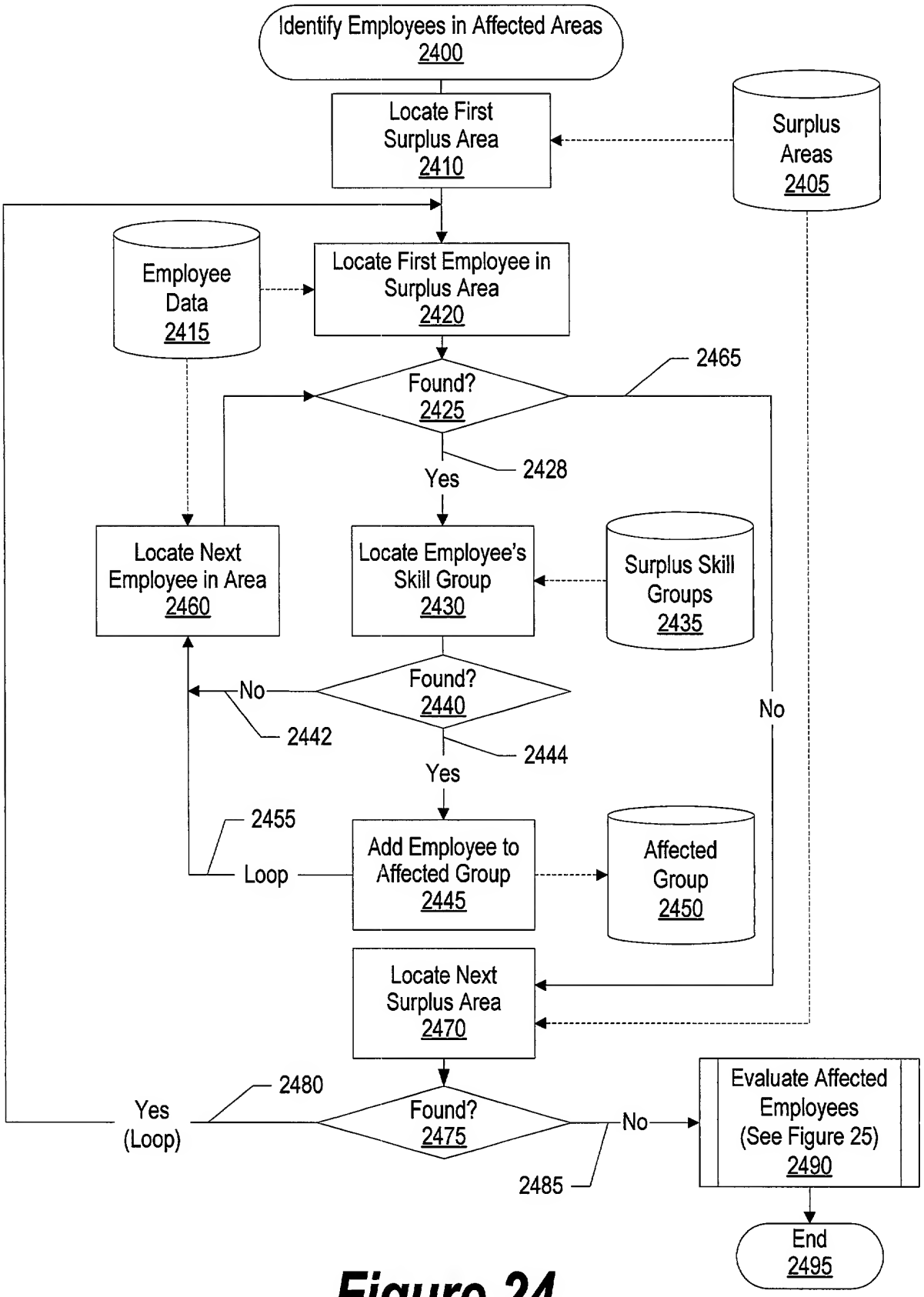
Identify Employees in Affected Areas
2400
Locate First Surplus Area
2410
Surplus Areas
2405
Employee Data
2415
Locate First Employee in Surplus Area
2420
Found?
2425
2465
Yes
2428
Locate Next Employee in Area
2460
Locate Employee's Skill Group
2430
Surplus Skill Groups
2435
No
Found?
2440
2442
2444
Yes
2455
Loop
Add Employee to Affected Group
2445
Affected Group
2450
No
Locate Next Surplus Area
2470
2480
Yes
(Loop)
Found?
2475
No
2485
Evaluate Affected Employees
(See Figure 25)
2490
End
2495

Figure 24

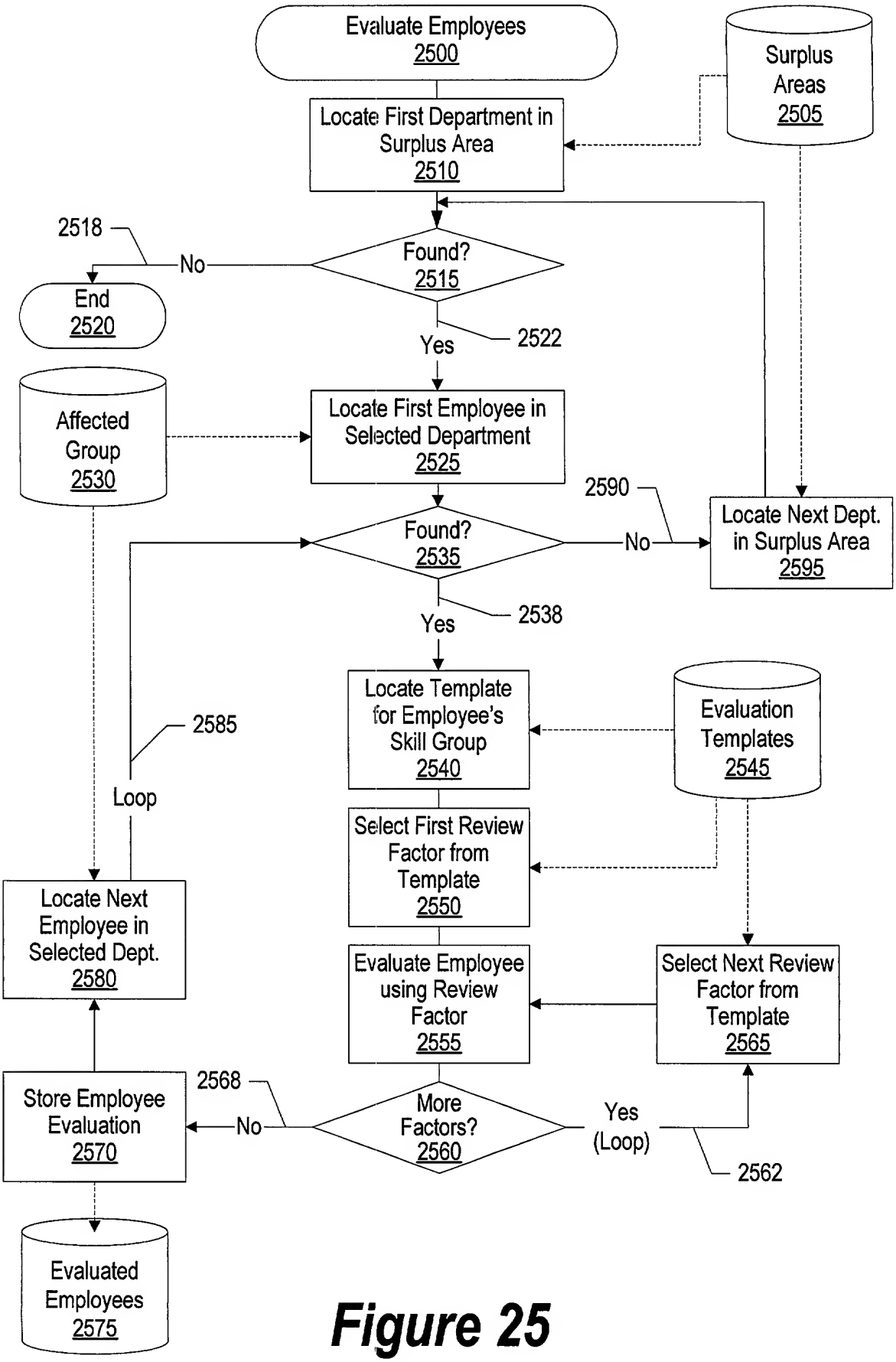
Evaluate Employees
2500
Surplus Areas
2505
Locate First Department in Surplus Area
2510
2518
No
Found?
2515
End
2520
Yes
2522
Affected Group
2530
Locate First Employee in Selected Department
2525
2590
No
Locate Next Dept. in Surplus Area
2595
Found?
2535
Yes
2538
Locate Template for Employee's Skill Group
2540
Evaluation Templates
2545
2585
Loop
Select First Review Factor from Template
2550
Locate Next Employee in Selected Dept.
2580
Evaluate Employee using Review Factor
2555
Select Next Review Factor from Template
2565
2568
Store Employee Evaluation
2570
No
More Factors?
2560
Yes
(Loop)
2562
Evaluated Employees
2575

Figure 25

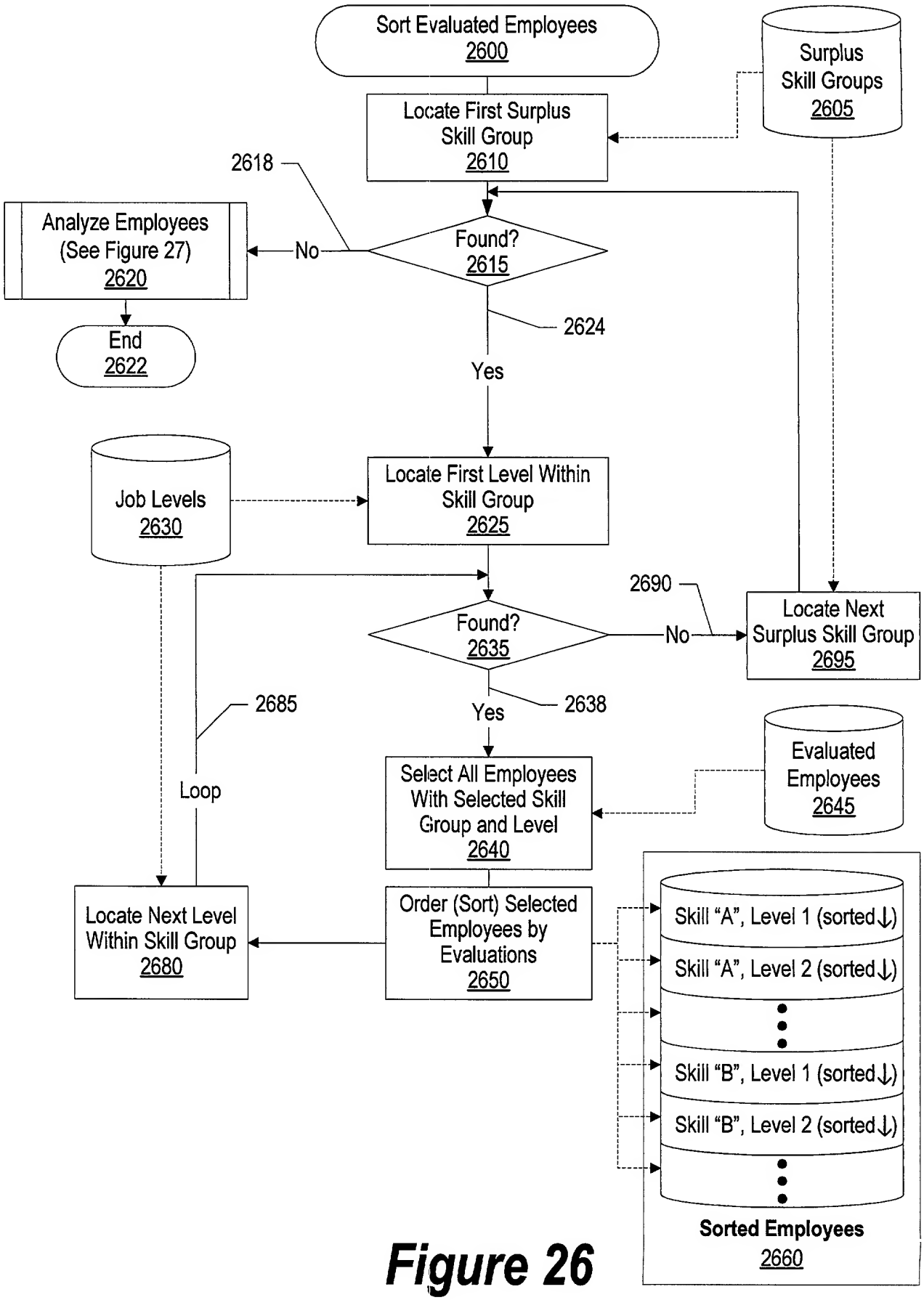
Sort Evaluated Employees
2600
Surplus Skill Groups
2605
Locate First Surplus Skill Group
2610
2618
Analyze Employees (See Figure 27)
2620
No
Found?
2615
End
2622
2624
Yes
Job Levels
2630
Locate First Level Within Skill Group
2625
2690
Found?
2635
No
Locate Next Surplus Skill Group
2695
2685
Yes
2638
Loop
Evaluated Employees
2645
Select All Employees With Selected Skill Group and Level
2640
Locate Next Level Within Skill Group
2680
Order (Sort) Selected Employees by Evaluations
2650
Skill "A", Level 1 (sorted↓)
Skill "A", Level 2 (sorted↓)
Skill "B", Level 1 (sorted↓)
Skill "B", Level 2 (sorted↓)
Sorted Employees
2660

Figure 26

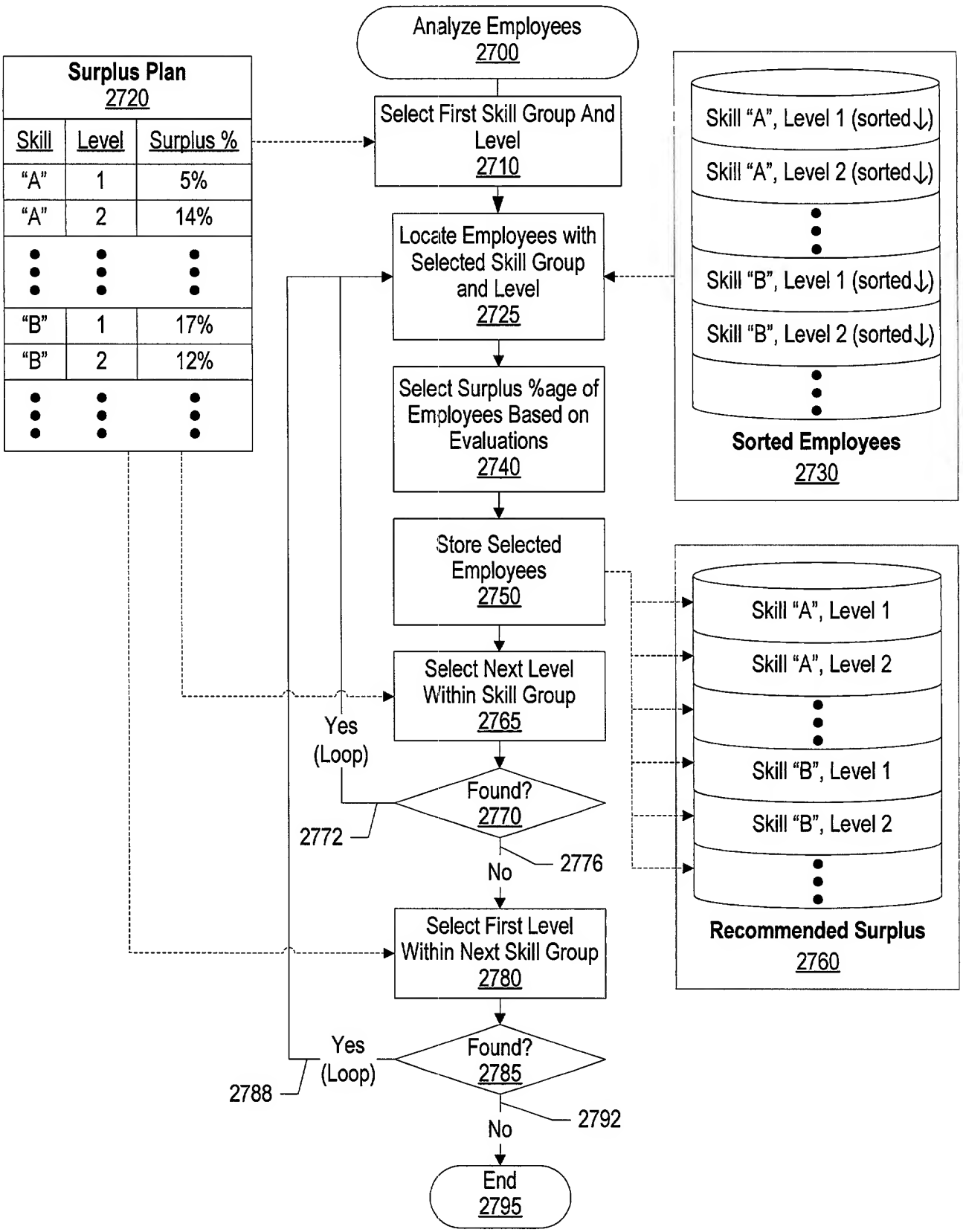
Analyze Employees
2700
Surplus Plan
2720
Skill
Level
Surplus %
"A"
1
5%
"A"
2
14%
"B"
1
17%
"B"
2
12%
Select First Skill Group And Level
2710
Locate Employees with Selected Skill Group and Level
2725
Select Surplus %age of Employees Based on Evaluations
2740
Store Selected Employees
2750
Select Next Level Within Skill Group
2765
Yes
(Loop)
2772
Found?
2770
No
2776
Select First Level Within Next Skill Group
2780
Yes
(Loop)
2788
Found?
2785
No
2792
End
2795
Skill "A", Level 1 (sorted↓)
Skill "A", Level 2 (sorted↓)
Skill "B", Level 1 (sorted↓)
Skill "B", Level 2 (sorted↓)
Sorted Employees
2730
Skill "A", Level 1
Skill "A", Level 2
Skill "B", Level 1
Skill "B", Level 2
Recommended Surplus
2760

Figure 27

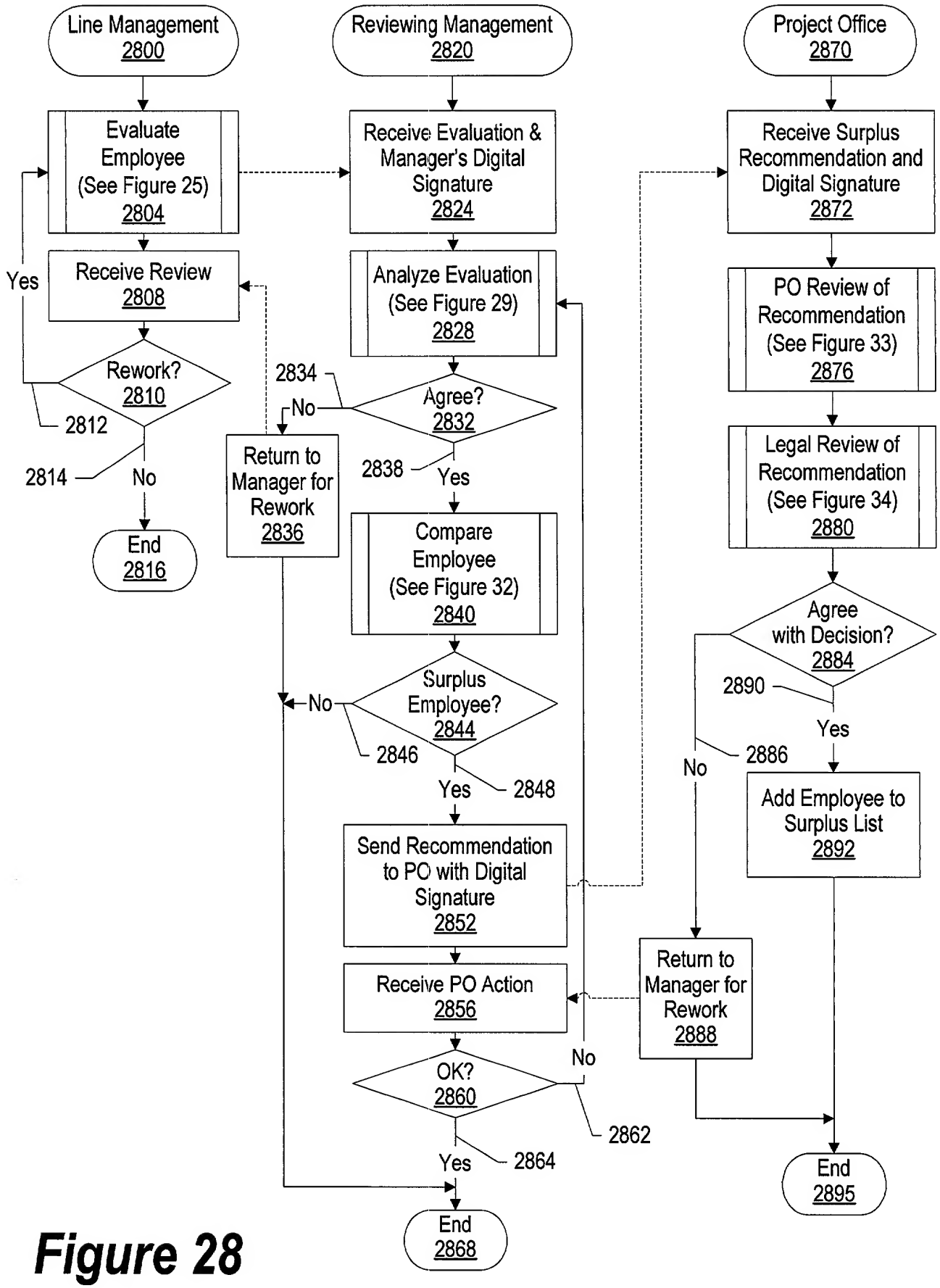
Line Management
2800
Reviewing Management
2820
Project Office
2870
Evaluate Employee (See Figure 25)
2804
Receive Evaluation & Manager's Digital Signature
2824
Receive Surplus Recommendation and Digital Signature
2872
Receive Review
2808
Analyze Evaluation (See Figure 29)
2828
PO Review of Recommendation (See Figure 33)
2876
Yes
Rework?
2810
2812
2814
No
End
2816
2834
No
Agree?
2832
Return to Manager for Rework
2836
2838
Yes
Legal Review of Recommendation (See Figure 34)
2880
Compare Employee (See Figure 32)
2840
Agree with Decision?
2884
2890
Yes
No
2886
Surplus Employee?
2844
No
2846
Yes
2848
Add Employee to Surplus List
2892
Send Recommendation to PO with Digital Signature
2852
Return to Manager for Rework
2888
Receive PO Action
2856
OK?
2860
No
2862
Yes
2864
End
2895
End
2868

Figure 28

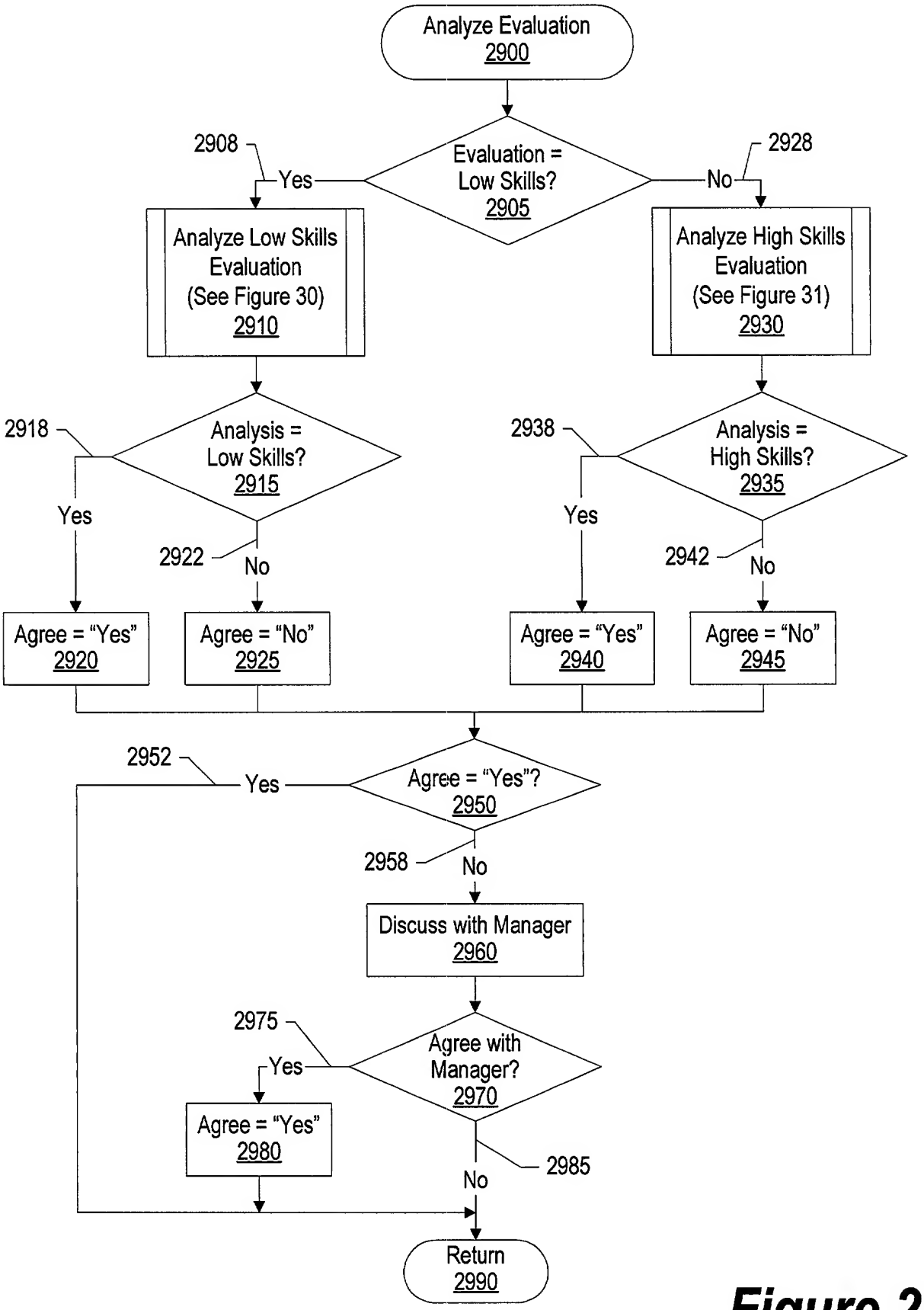
Analyze Evaluation
2900
Evaluation = Low Skills?
2905
2908
Yes
2928
No
Analyze Low Skills Evaluation (See Figure 30)
2910
Analyze High Skills Evaluation (See Figure 31)
2930
Analysis = Low Skills?
2915
2918
Yes
2922
No
Analysis = High Skills?
2935
2938
Yes
2942
No
Agree = "Yes"
2920
Agree = "No"
2925
Agree = "Yes"
2940
Agree = "No"
2945
Agree = "Yes"?
2950
2952
Yes
2958
No
Discuss with Manager
2960
Agree with Manager?
2970
2975
Yes
Agree = "Yes"
2980
2985
No
Return
2990

Figure 29

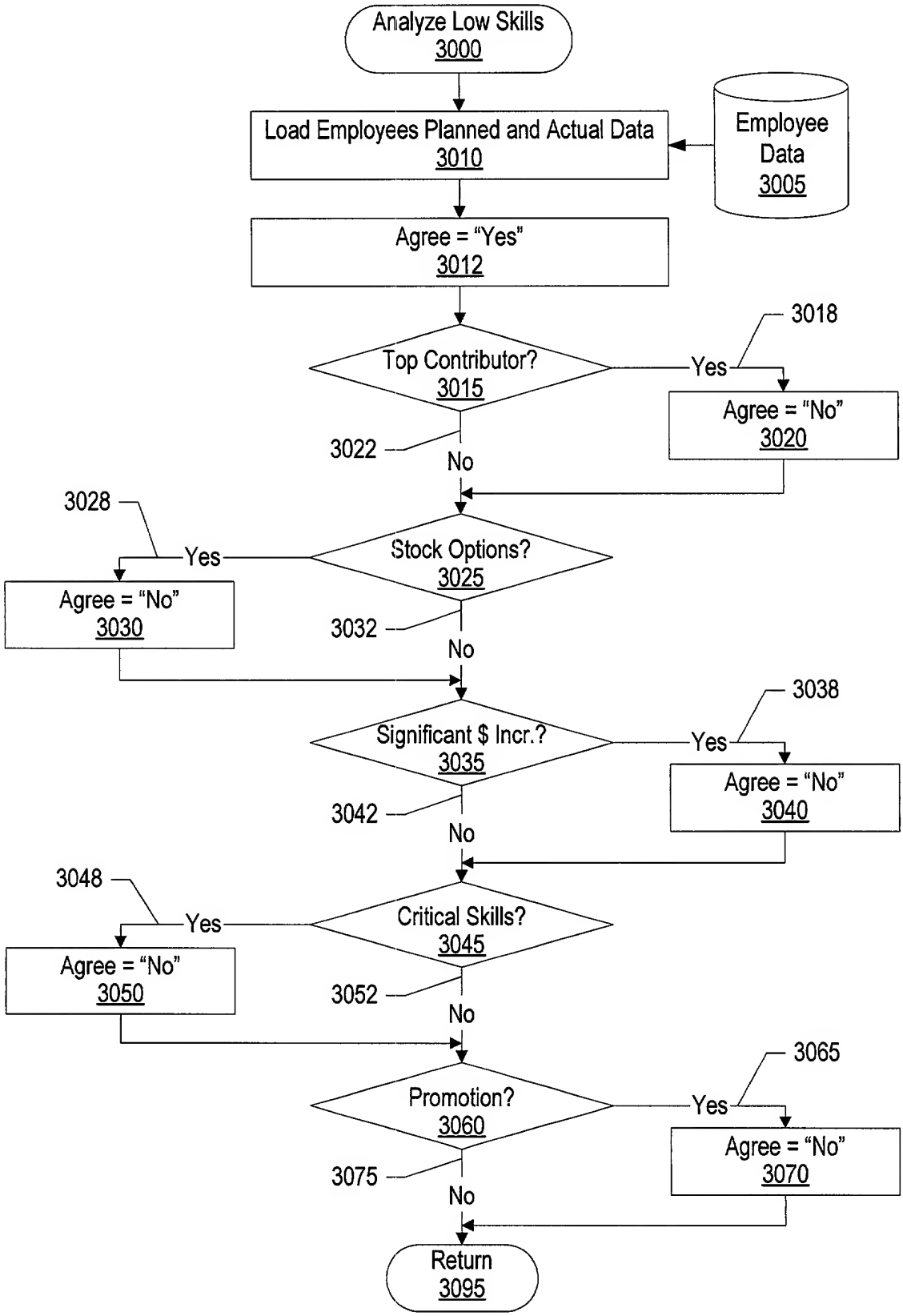
Analyze Low Skills
3000
Load Employees Planned and Actual Data
3010
Employee Data
3005
Agree = "Yes"
3012
Top Contributor?
3015
3018
Yes
Agree = "No"
3020
3022
No
3028
Yes
Stock Options?
3025
Agree = "No"
3030
3032
No
Significant $ Incr.?
3035
3038
Yes
Agree = "No"
3040
3042
No
3048
Yes
Critical Skills?
3045
Agree = "No"
3050
3052
No
Promotion?
3060
3065
Yes
Agree = "No"
3070
3075
No
Return
3095

Figure 30

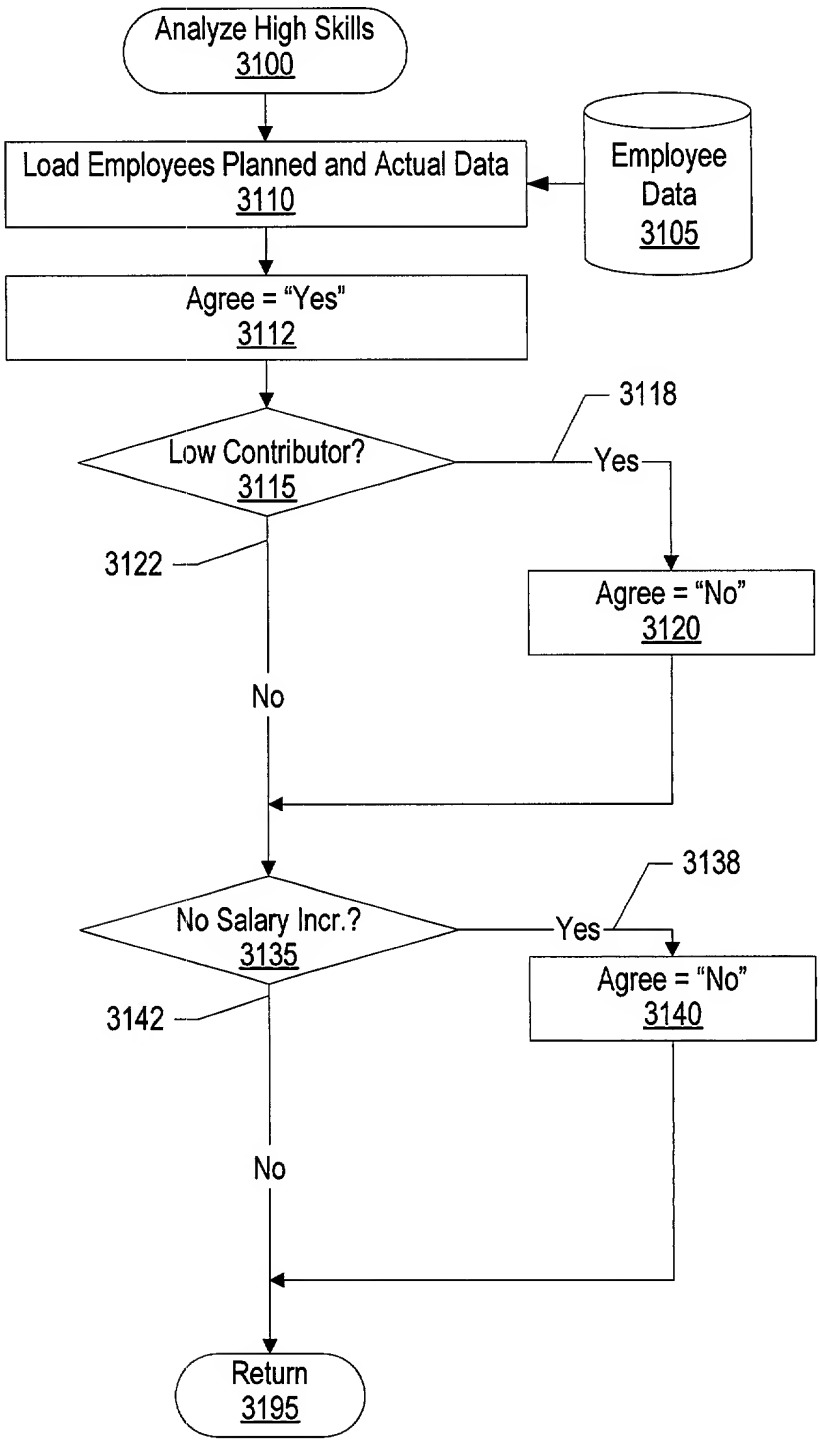
Analyze High Skills
3100
Load Employees Planned and Actual Data
3110
Employee Data
3105
Agree = "Yes"
3112
Low Contributor?
3115
3118
Yes
3122
Agree = "No"
3120
No
No Salary Incr.?
3135
3138
Yes
3142
Agree = "No"
3140
No
Return
3195

Figure 31

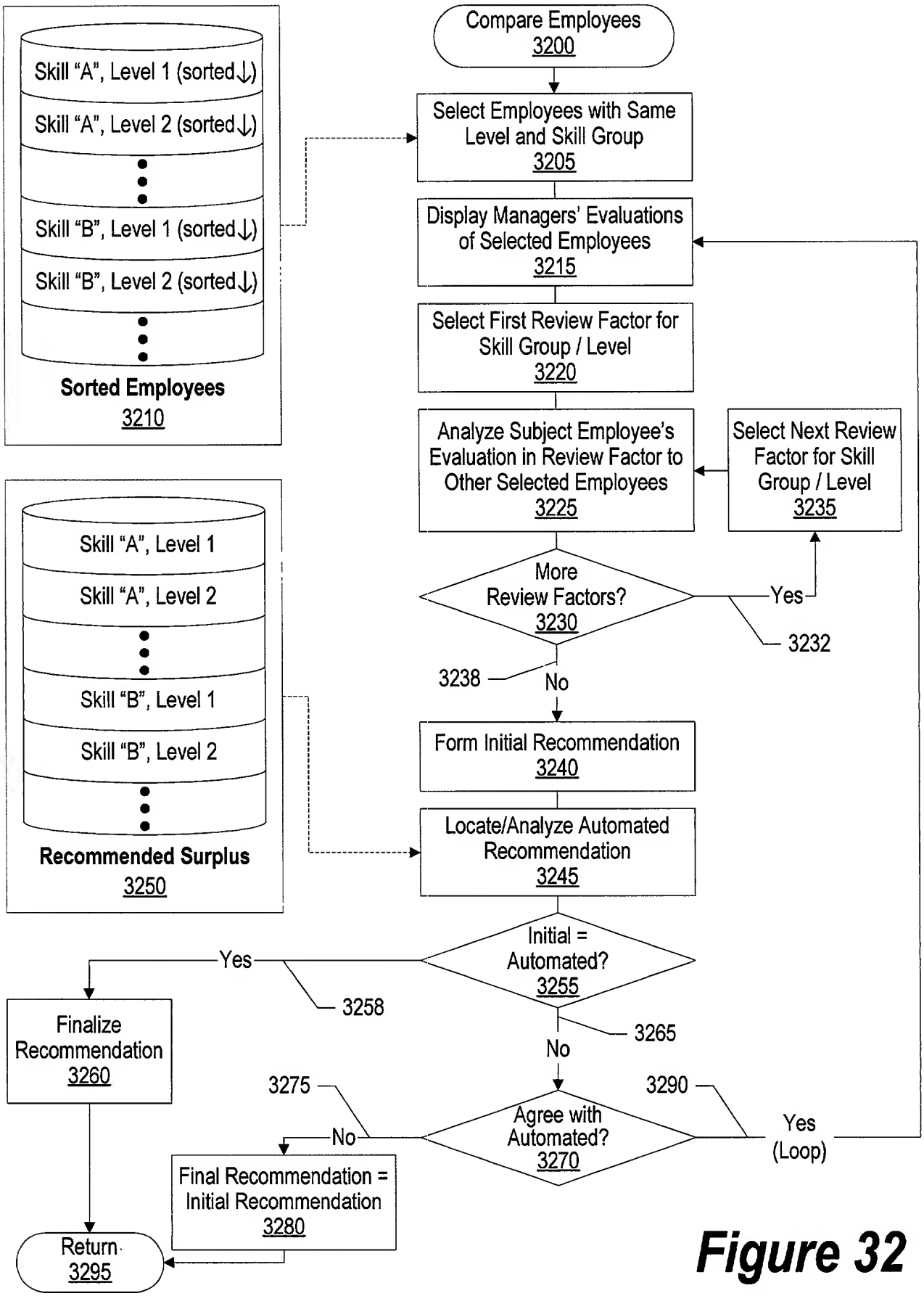
Compare Employees
3200
Select Employees with Same Level and Skill Group
3205
Display Managers' Evaluations of Selected Employees
3215
Select First Review Factor for Skill Group / Level
3220
Analyze Subject Employee's Evaluation in Review Factor to Other Selected Employees
3225
Select Next Review Factor for Skill Group / Level
3235
More Review Factors?
3230
Yes
3232
No
3238
Form Initial Recommendation
3240
Locate/Analyze Automated Recommendation
3245
Initial = Automated?
3255
Yes
3258
No
3265
Agree with Automated?
3270
3275
No
3290
Yes (Loop)
Final Recommendation = Initial Recommendation
3280
Finalize Recommendation
3260
Return
3295
Skill "A", Level 1 (sorted↓)
Skill "A", Level 2 (sorted↓)
Skill "B", Level 1 (sorted↓)
Skill "B", Level 2 (sorted↓)
Sorted Employees
3210
Skill "A", Level 1
Skill "A", Level 2
Skill "B", Level 1
Skill "B", Level 2
Recommended Surplus
3250

Figure 32

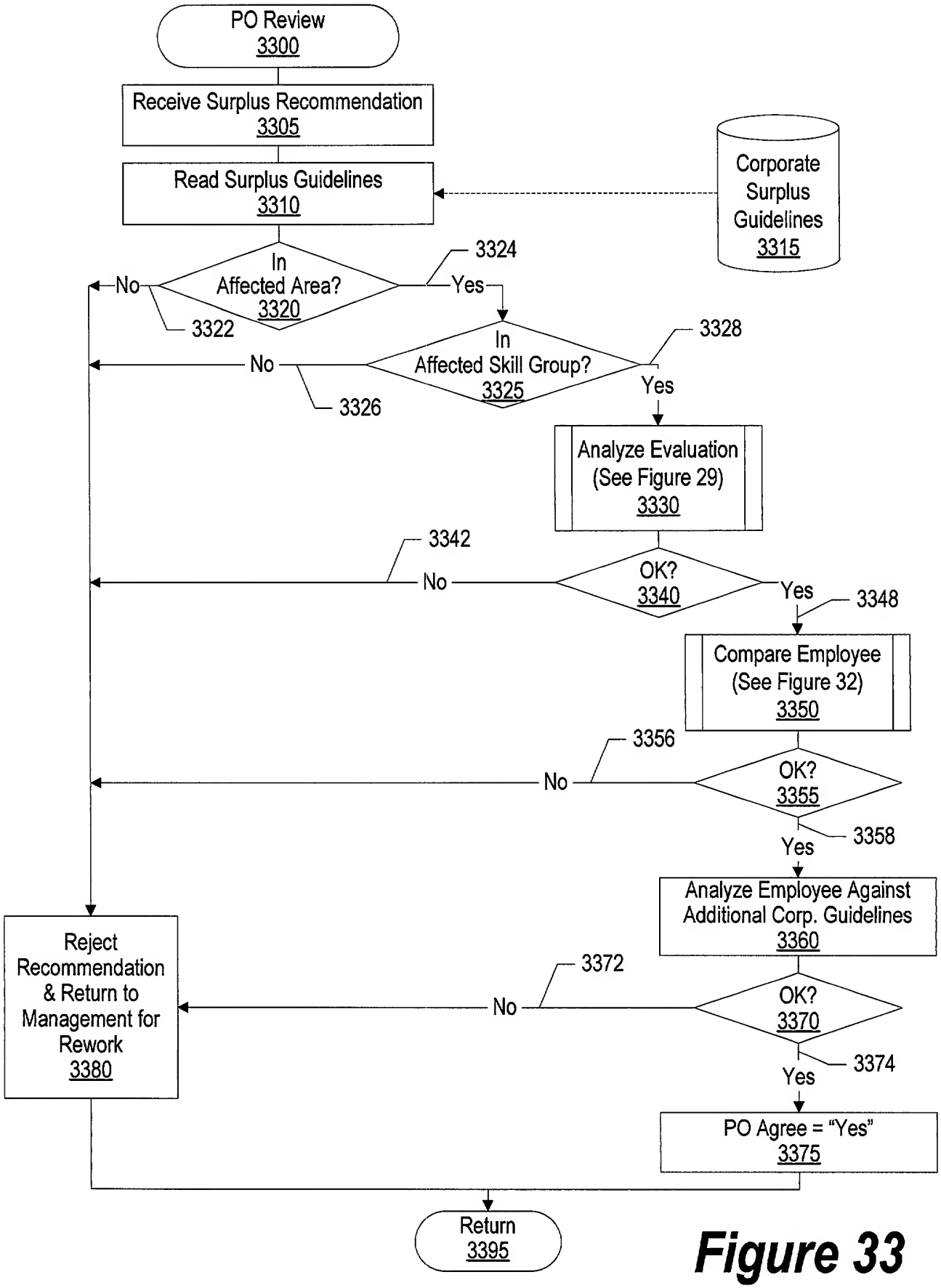
PO Review
3300
Receive Surplus Recommendation
3305
Read Surplus Guidelines
3310
Corporate Surplus Guidelines
3315
In Affected Area?
3320
No
Yes
3322
3324
In Affected Skill Group?
3325
No
Yes
3326
3328
Analyze Evaluation (See Figure 29)
3330
OK?
3340
No
Yes
3342
3348
Compare Employee (See Figure 32)
3350
OK?
3355
No
Yes
3356
3358
Analyze Employee Against Additional Corp. Guidelines
3360
OK?
3370
No
Yes
3372
3374
Reject Recommendation & Return to Management for Rework
3380
PO Agree = "Yes"
3375
Return
3395

Figure 33

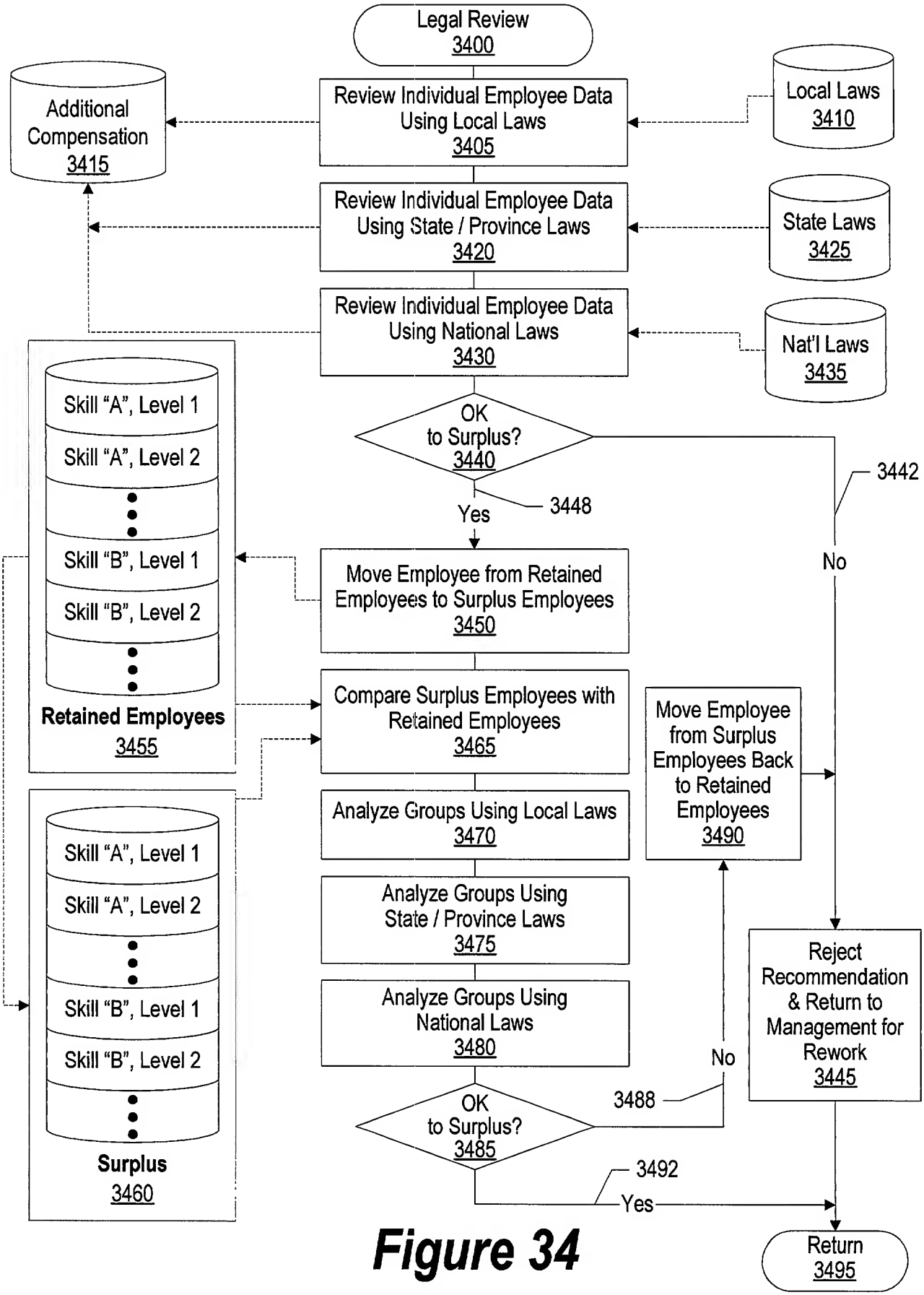
Legal Review
3400
Review Individual Employee Data Using Local Laws
3405
Local Laws
3410
Additional Compensation
3415
Review Individual Employee Data Using State / Province Laws
3420
State Laws
3425
Review Individual Employee Data Using National Laws
3430
Nat'l Laws
3435
OK to Surplus?
3440
3442
No
3448
Yes
Move Employee from Retained Employees to Surplus Employees
3450
Skill "A", Level 1
Skill "A", Level 2
Skill "B", Level 1
Skill "B", Level 2
Retained Employees
3455
Compare Surplus Employees with Retained Employees
3465
Move Employee from Surplus Employees Back to Retained Employees
3490
Analyze Groups Using Local Laws
3470
Analyze Groups Using State / Province Laws
3475
Analyze Groups Using National Laws
3480
Reject Recommendation & Return to Management for Rework
3445
No
3488
OK to Surplus?
3485
3492
Yes
Skill "A", Level 1
Skill "A", Level 2
Skill "B", Level 1
Skill "B", Level 2
Surplus
3460
Return
3495

Figure 34

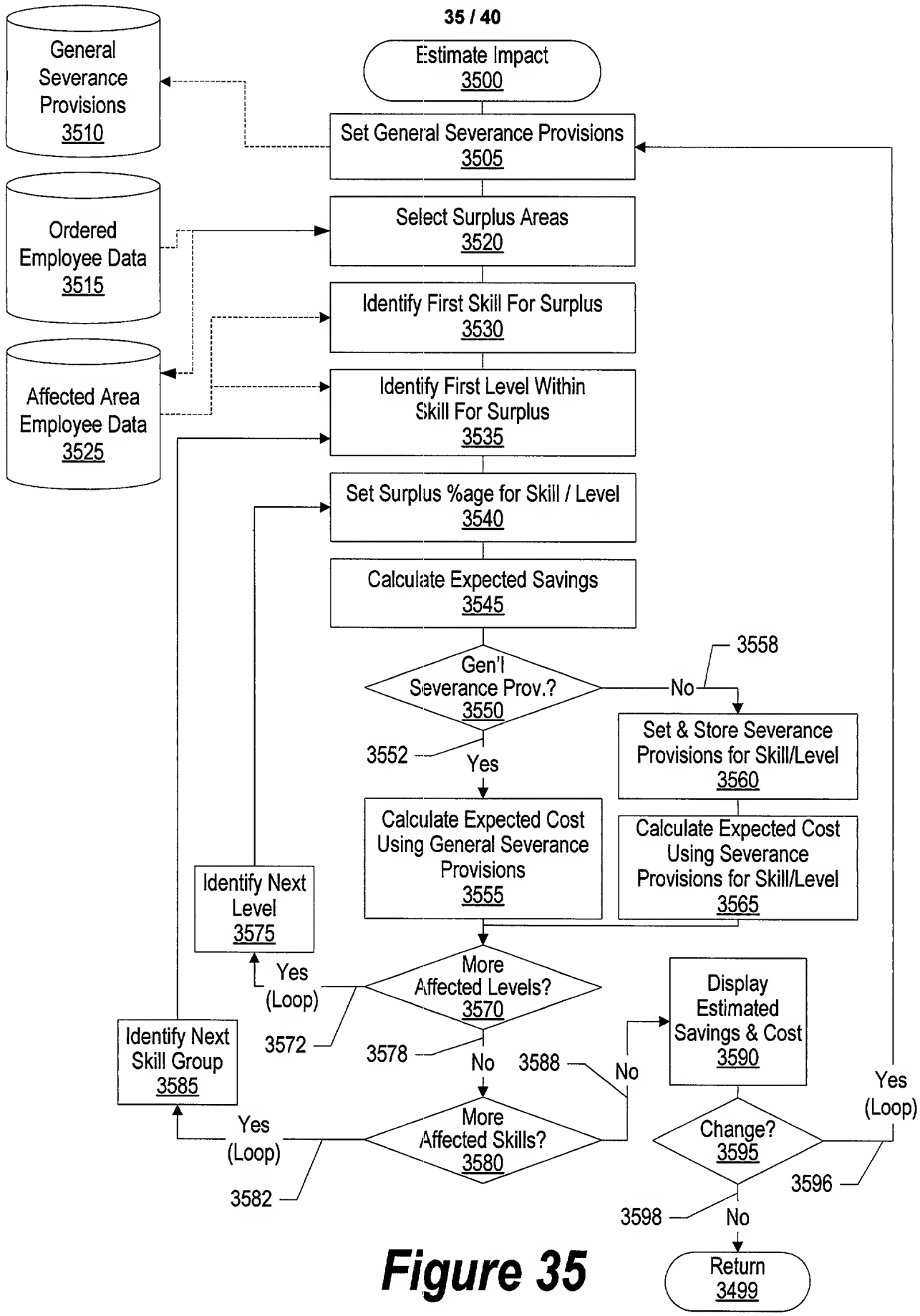
General Severance Provisions 3510
Ordered Employee Data 3515
Affected Area Employee Data 3525
Estimate Impact 3500
Set General Severance Provisions 3505
Select Surplus Areas 3520
Identify First Skill For Surplus 3530
Identify First Level Within Skill For Surplus 3535
Set Surplus %age for Skill / Level 3540
Calculate Expected Savings 3545
Gen'l Severance Prov.? 3550
No
3558
Set & Store Severance Provisions for Skill/Level 3560
3552
Yes
Calculate Expected Cost Using General Severance Provisions 3555
Calculate Expected Cost Using Severance Provisions for Skill/Level 3565
Identify Next Level 3575
Yes (Loop)
More Affected Levels? 3570
3572
3578
No
3588
No
Display Estimated Savings & Cost 3590
Identify Next Skill Group 3585
Yes (Loop)
More Affected Skills? 3580
3582
Change? 3595
Yes (Loop)
3596
3598
No
Return 3499

Figure 35

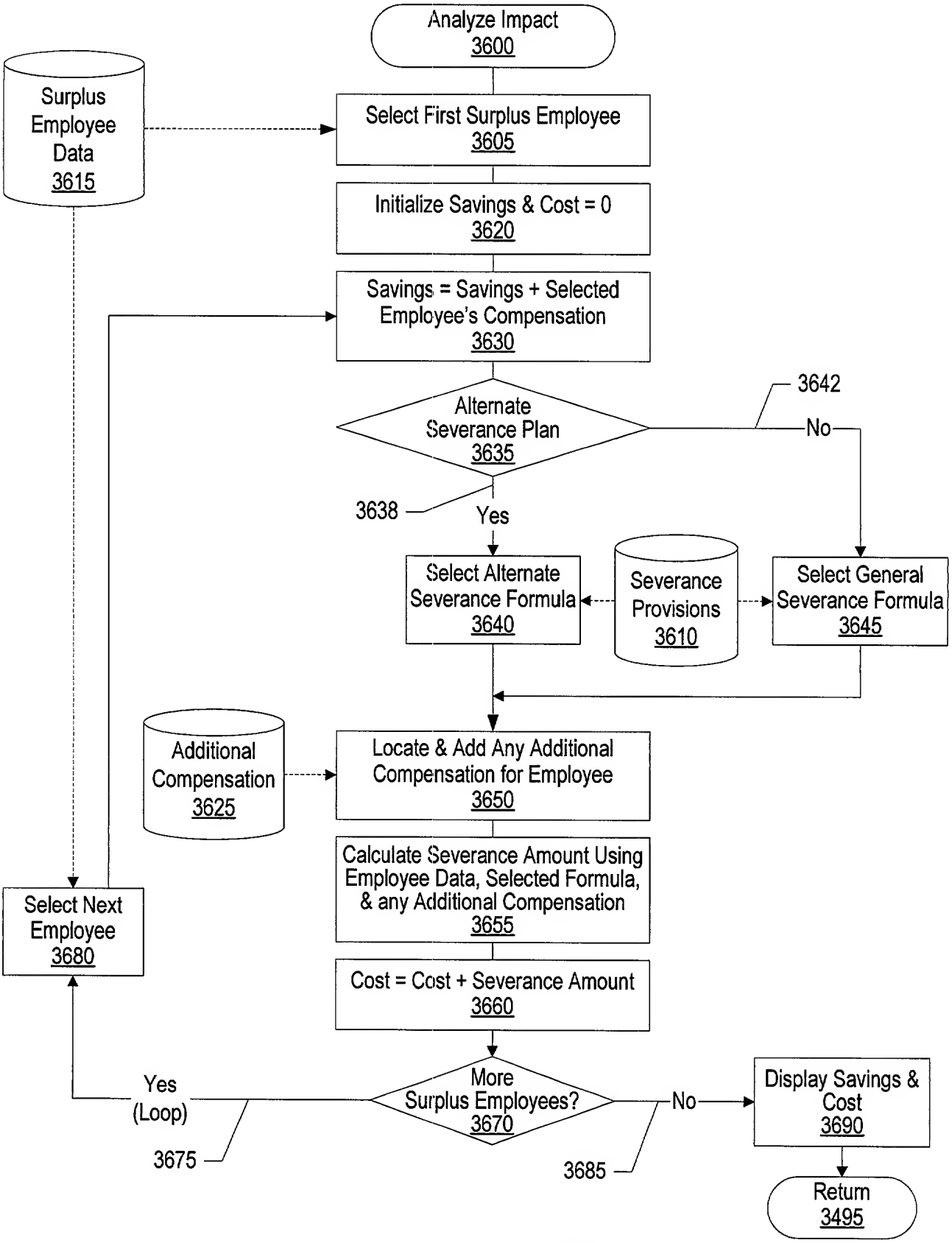
Analyze Impact
3600
Surplus Employee Data
3615
Select First Surplus Employee
3605
Initialize Savings & Cost = 0
3620
Savings = Savings + Selected Employee's Compensation
3630
Alternate Severance Plan
3635
3642
No
3638
Yes
Select Alternate Severance Formula
3640
Severance Provisions
3610
Select General Severance Formula
3645
Additional Compensation
3625
Locate & Add Any Additional Compensation for Employee
3650
Calculate Severance Amount Using Employee Data, Selected Formula, & any Additional Compensation
3655
Cost = Cost + Severance Amount
3660
Select Next Employee
3680
More Surplus Employees?
3670
Yes (Loop)
3675
No
3685
Display Savings & Cost
3690
Return
3495

Figure 36

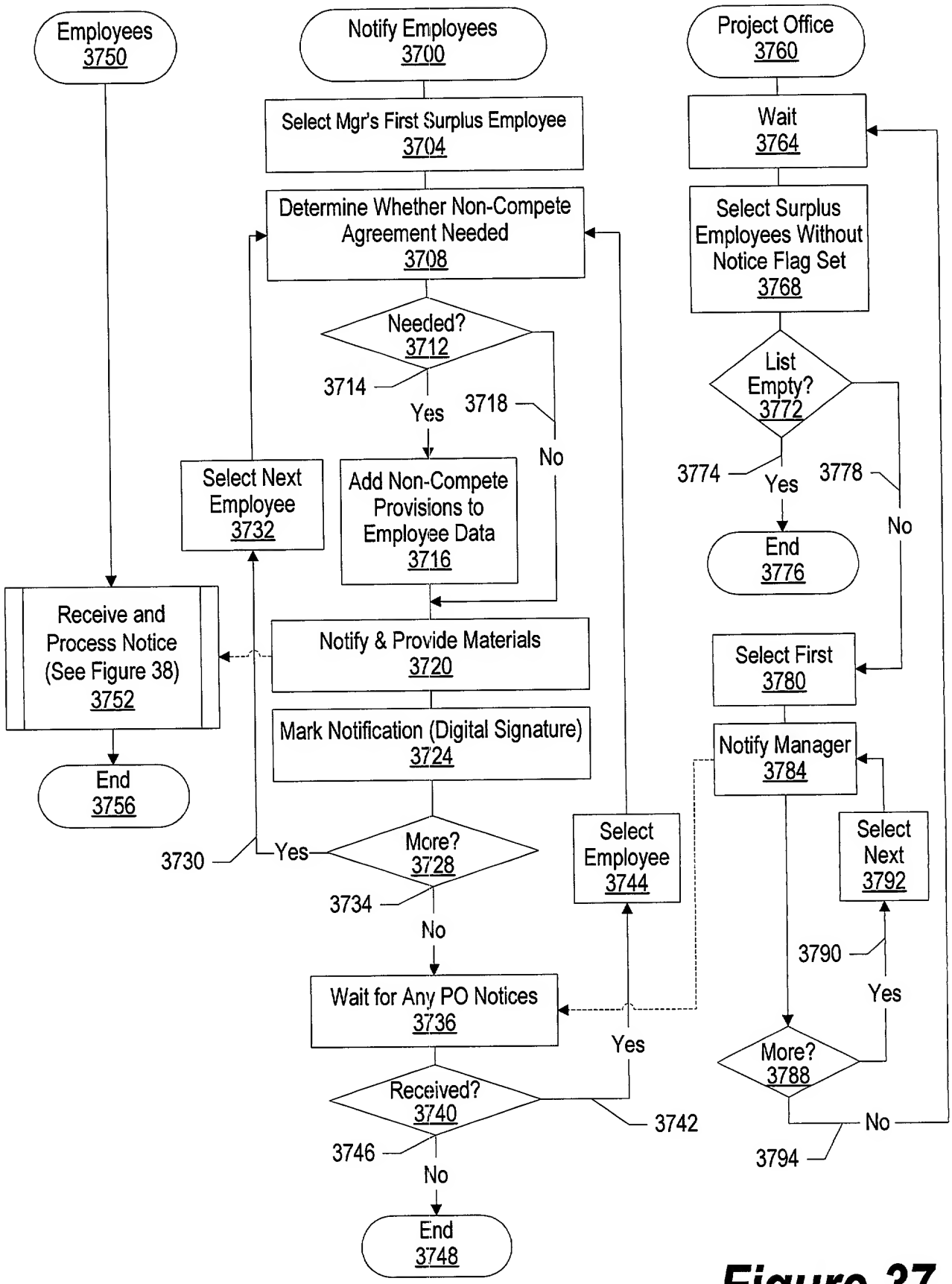
Employees
3750
Notify Employees
3700
Project Office
3760
Select Mgr's First Surplus Employee
3704
Wait
3764
Determine Whether Non-Compete Agreement Needed
3708
Select Surplus Employees Without Notice Flag Set
3768
Needed?
3712
3714
Yes
3718
No
List Empty?
3772
3774
Yes
3778
No
Select Next Employee
3732
Add Non-Compete Provisions to Employee Data
3716
End
3776
Receive and Process Notice (See Figure 38)
3752
Notify & Provide Materials
3720
Select First
3780
Mark Notification (Digital Signature)
3724
Notify Manager
3784
End
3756
3730
Yes
More?
3728
Select Employee
3744
Select Next
3792
3734
No
3790
Yes
Wait for Any PO Notices
3736
Yes
More?
3788
Received?
3740
3742
No
3746
No
3794
End
3748

Figure 37

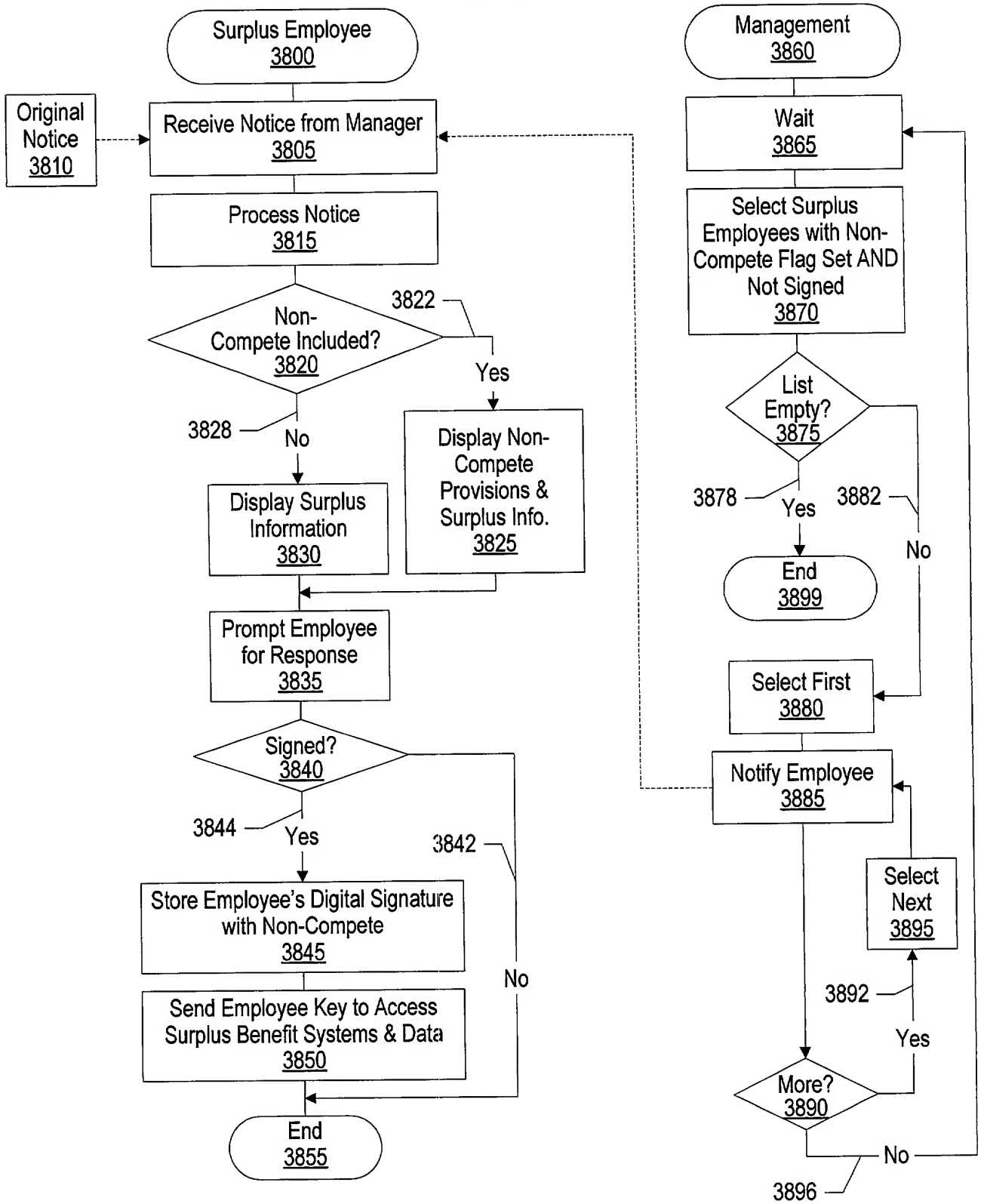
Surplus Employee
3800
Original Notice
3810
Receive Notice from Manager
3805
Process Notice
3815
Non-Compete Included?
3820
3822
Yes
3828
No
Display Non-Compete Provisions & Surplus Info.
3825
Display Surplus Information
3830
Prompt Employee for Response
3835
Signed?
3840
3844
Yes
3842
No
Store Employee's Digital Signature with Non-Compete
3845
Send Employee Key to Access Surplus Benefit Systems & Data
3850
End
3855
Management
3860
Wait
3865
Select Surplus Employees with Non-Compete Flag Set AND Not Signed
3870
List Empty?
3875
3878
Yes
3882
No
End
3899
Select First
3880
Notify Employee
3885
Select Next
3895
3892
Yes
More?
3890
No
3896

Figure 38

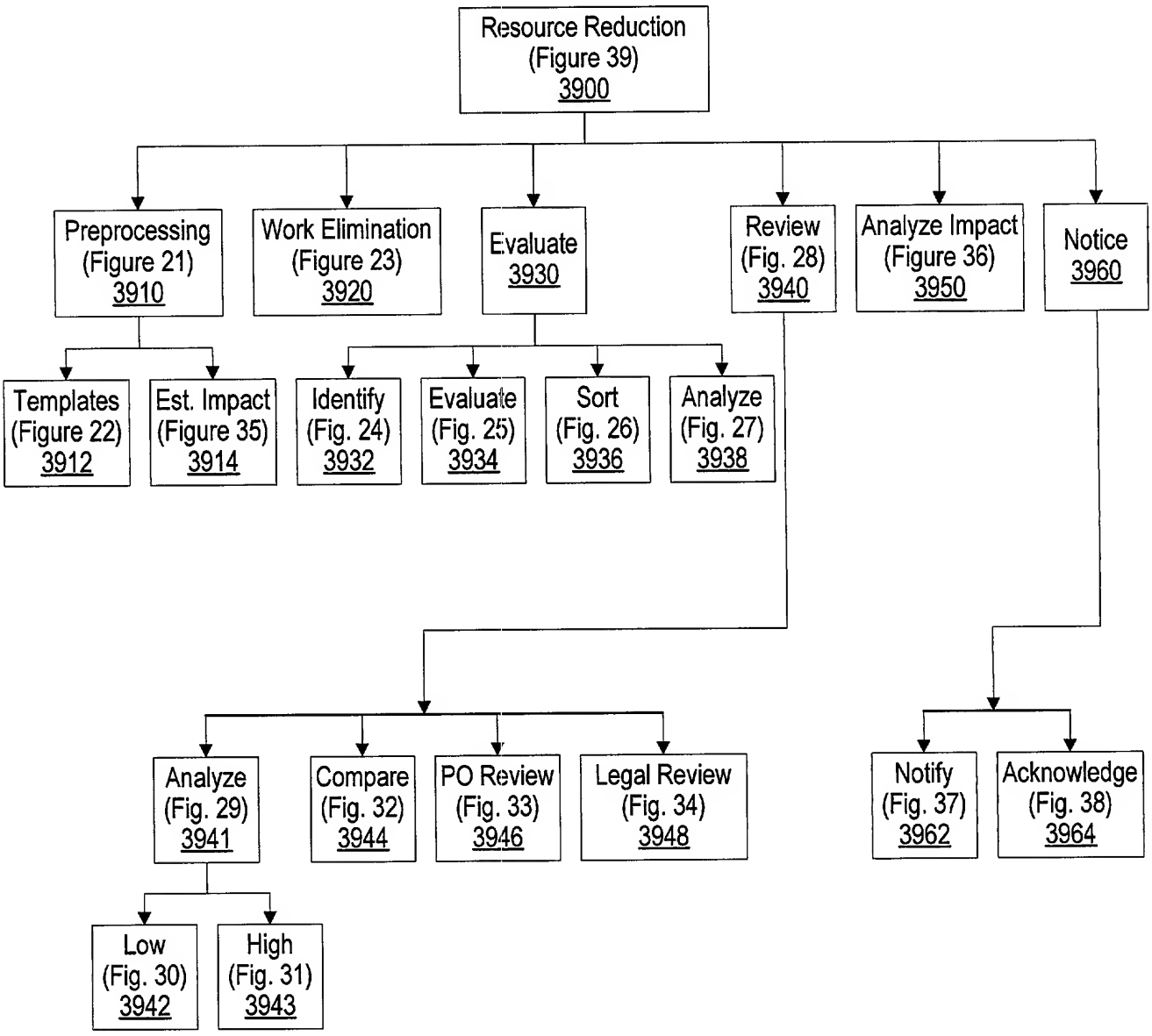
Resource Reduction
(Figure 39)
3900
Preprocessing
(Figure 21)
3910
Work Elimination
(Figure 23)
3920
Evaluate
3930
Review
(Fig. 28)
3940
Analyze Impact
(Figure 36)
3950
Notice
3960
Templates
(Figure 22)
3912
Est. Impact
(Figure 35)
3914
Identify
(Fig. 24)
3932
Evaluate
(Fig. 25)
3934
Sort
(Fig. 26)
3936
Analyze
(Fig. 27)
3938
Analyze
(Fig. 29)
3941
Compare
(Fig. 32)
3944
PO Review
(Fig. 33)
3946
Legal Review
(Fig. 34)
3948
Notify
(Fig. 37)
3962
Acknowledge
(Fig. 38)
3964
Low
(Fig. 30)
3942
High
(Fig. 31)
3943

Figure 39

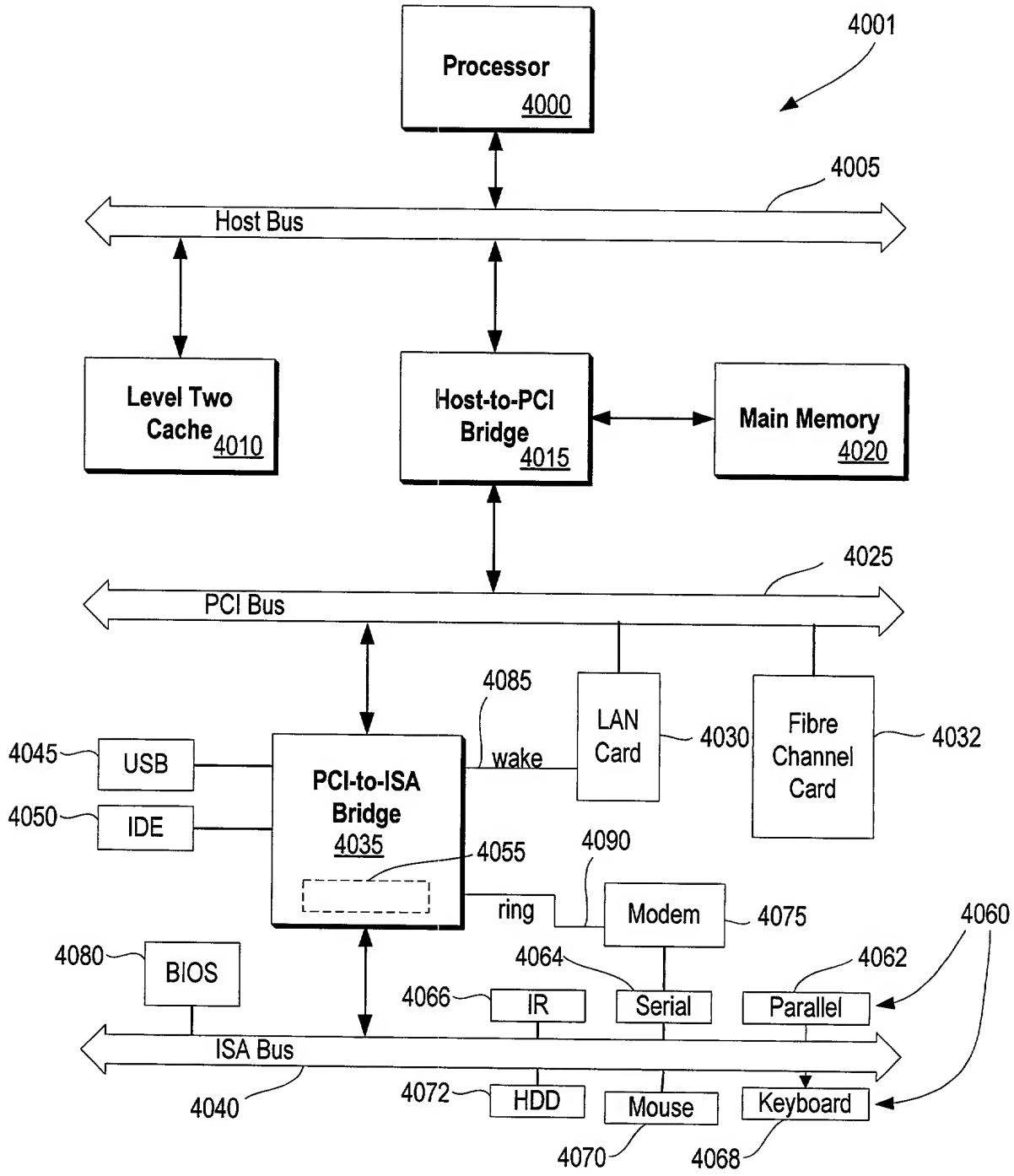
Processor
4000
4001
4005
Host Bus
Level Two
Cache
4010
Host-to-PCI
Bridge
4015
Main Memory
4020
4025
PCI Bus
4085
wake
LAN
Card
4030
Fibre
Channel
Card
4032
4045
USB
4050
IDE
PCI-to-ISA
Bridge
4035
4055
4090
ring
Modem
4075
4060
4080
BIOS
4064
4062
4066
IR
Serial
Parallel
ISA Bus
4040
4072
HDD
Mouse
Keyboard
4070
4068

Figure 40